

**Union** ★  
**Update**

**OPEIU**  
Local



*For Local 8 Members at YouthCare*

*February 8, 2021*

## **Celebrating Much Needed Increases, Come to Union Staff Caucus to Discuss Questions and Concerns**

### **Attend Union Staff Caucus**

**Tuesday, February 9, 12:00-12:45pm** (immediately following the Town Hall meeting)

You should have an invite and the Zoom link on your YouthCare email for the Town Hall meeting, and this caucus will immediately follow. This is an opportunity for union-eligible staff to talk together, without management present. We have a Tentative Agreement for our union contract for a Caucus of Union Staff at All Staff meetings, but since we haven't had an All Staff meeting in some time, YouthCare agreed to allow this time connected to a Town Hall.

### **Wage Increases**

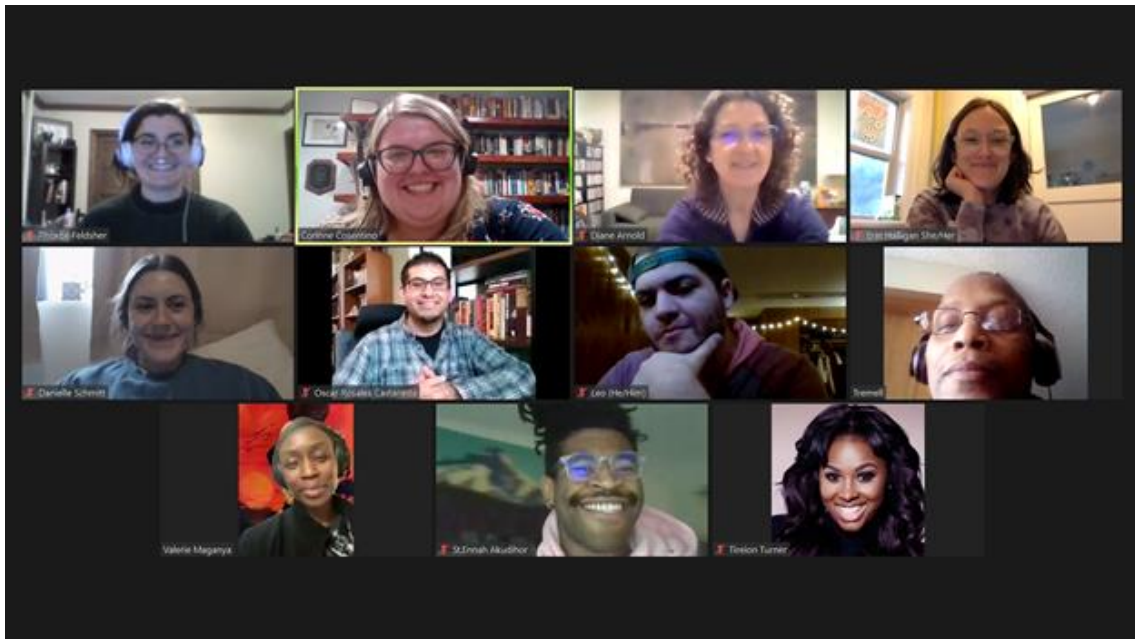
Management announced Thursday that they intend to implement significant wage increases. Our Union has been encouraging

management to continue with planned increases at the beginning of this year as they have in the past, and we are so happy to hear that we will be getting much-needed and long-overdue raises! Employees have recognized for a long time that low wages contribute significantly to high turnover, which has a negative impact on youth. That is one of the reasons we organized in the first place, and we are glad that management is taking our concerns seriously and planning to invest in frontline staff.

Union employees are obviously all for wage increase for frontline staff. They are desperately needed. We are, however, critical of the way the decisions around these increases have been handled by YouthCare management. Employees at YouthCare voted to form a Union in October 2019 because we deserve a voice in decisions that impact us. We worked hard for the legal right to negotiate around changes to wages. We are in negotiations for our Union contract; our Bargaining Team meets with management every other week. However, management chose to make all of these decisions around how much to increase, which positions, and when, on their own without consulting our elected Bargaining Team of frontline staff. This was disrespectful to us. We have a right to be included in these decisions.

We will be asking questions to better understand what management has planned and will be negotiating economic terms for our union contract in the coming months. As these increases go into effect, please let your Bargaining Team and/or Union Representatives know what changes you would like to see made. As Union employees, we have the right to negotiate our wages, and we intend to use it.

***Questions? Contact a member of our Bargaining Team or a Union Representative. Welcome to our new Bargaining Team members!***



**Our Bargaining Team, Top Row, Left to Right:** Union Representative Phoebe Feldsher; Organizer Corinne Cosentino; Union Representative Diane Arnold; Erin Halligan, Donor Database Assistant, Development. **Second Row, Left to Right:** Dani Schmitt, Career Coordinator, E&E; Oscar Rosales Castaneda, Case Manager, Hope Center; Hunter (Leo) Galicia, Youth Counselor, Isis/Ravenna House; Tremell Collins, On-Call Youth Counselor, Over 18 Housing; **Bottom Row, Left to Right:** Valeria Maganya, Case Manager, Under-18 Prevention; St. Ennah Akudihor, Housing Navigator Case Manager, UDYC; Tireion Turner, Case Manager – Student Resource Navigator, Prevention. Not pictured: Paris Chapman, Employer Engagement Specialist, Orion.

## Contact our Union:

**Organizer Corinne Cosentino** at 425-318-2650 or [corinne@opeiu8.org](mailto:corinne@opeiu8.org);

**Union Representative Phoebe Feldsher** at 206-441-8880 ext. 119 or [phoebe@opeiu8.org](mailto:phoebe@opeiu8.org)

**Union Representative Diane Arnold** at 206-441-8880 ext. 115 or [diane-shelby@opeiu8.org](mailto:diane-shelby@opeiu8.org)

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Want to stay informed about union negotiations, meetings, and actions in your workplace?

Text **Local 8** to **97779** to receive text updates.

It will prompt you to let us know your name and where you work to make sure you get the right updates. (Message and data rates may apply)



**OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8**

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