

Union ★  
Update

OPEIU  
Local



*For Local 8 Members at YouthCare*  
April 29, 2022

## Bargaining Update

After nearly 6 months of waiting for a full response from YouthCare to our Union's wage proposals, at our bargaining session on April 28, management finally responded to some of our financial proposals including the wage scale and pay differentials. Unfortunately, their responses provided no increases at all to current rates of pay. Our Team understands this is a negotiation and we don't expect to get everything we're asking for, but it's extremely disappointing after waiting for so long and then when we finally get a response, to have no movement towards the improvements we have been asking for. Our team remains committed to winning a fair contract that recognizes the work of union staff.

What can we do?

1. Sign [this petition](#) asking management to come to negotiations with a full response and to show them this is something you care about.
2. Attend one of the meetings with the Bargaining Team on Monday, May 2<sup>nd</sup> at 2pm or 6pm at the zoom link below. We will be having these meetings the first Monday of each month to keep everyone informed about negotiations.

Join Zoom Meeting

<https://us02web.zoom.us/j/89643700415>

Meeting ID: 896 4370 0415

One tap mobile

+12532158782,,89643700415# US (Tacoma)

+16699009128,,89643700415# US (San Jose)

3. Join the Bargaining Team or Contract Action Team! We have spots open from several programs on the Bargaining Team, and we need Contract Action Team representatives in all programs. Bargaining Team members attend negotiations and represent their coworkers in that process, and Contract Action Team support the bargaining process by staying informed and helping to communicate with your coworkers about what's happening. If you are interested in serving in either of these roles, please contact your Union Rep Phoebe at [phoebe@opeiu8.org](mailto:phoebe@opeiu8.org) or 206-441-8880 ext. 119.

**Status of some of the outstanding proposals:**

<b>Subject</b>	<b>Union Position</b>	<b>Management Position</b>
Base hourly wages	Increase base wage for all positions	Maintain current base wages for all positions
Step progression on wage scale	Employees advance one step equal to 4% increase in pay each year on anniversary date	Employees advance one step equal to \$.25 increase (approx. 1%) in pay each year
Across the board increases	Increase of 5% for all union employees on Jan 1, 2023 and Jan 1, 2024	Cannot commit to any across the board wage increases
Retirement	YouthCare pay amount equal to 5% of pay into retirement account for all union employees	YouthCare pay up to 4% of pay into retirement account only for employees who match from their paycheck
ORCA Pass	YouthCare provide an ORCA pass to all employees working more than 24 hours/week	Has not responded to union proposal from 11-11-21
Pay in lieu of benefits for on-call	On-call employees receive an additional \$5/hour in lieu of healthcare & retirement benefits	Has not responded to union proposal from 11-11-21
Bilingual pay differential	Increase differential to \$5/hour	Maintain current differential of \$1/hour
Swing shift differential	Create differential of \$2.50/hour for employees working between 4pm-12am	Reject
Night shift differential	Increase differential for employees working between 12am-8am to \$5/hour	Maintain current differential of \$.50/hour from 1am-8am
Management reporting of compensation	Current salary of YouthCare Executive Management Team provided to the union when requested	Reject
Scheduling and schedule changes	Employer will provide 30 days' notice to change an employee's schedule. Employee can mutually agree to a schedule change anytime	Employer will provide 30 days' notice for permanent schedule changes, but on a day-to-day basis can require an employee to change their schedule anytime without mutual agreement, as long as it isn't permanent

**Questions? Contact Phoebe Feldsher, Union Representative,  
[phoebe@opeiu8.org](mailto:phoebe@opeiu8.org)**

## **Our Union Bargaining Team**

Marcel Jones, Engagement Specialist, South Seattle Shelter;  
Tremell Collins, On-Call Engagement Specialist, Over 18 Housing;  
Valerie Maganya, Case Manager, EISS;  
Amethyst Thorpe, Engagement Specialist, ISIS/Ravenna House;  
Dorothy Pierce, GED Instructor, Orion Center;  
Sky Thomas, Engagement Specialist, Hope Center;  
Phoebe Feldscher, OPEIU Union Representative;  
Corinne Cosentino, OPEIU Organizing Director;  
Diane Arnold, OPEIU Union Representative.



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

1-800-600-2433 or 206-441-8880 ★ Fax: 206-441-441-0207 ★ [www.opeiu8.org](http://www.opeiu8.org)

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