



For Local 8 Members at Plymouth Housing

June 29, 2022

Agreement Ratified

Congratulations, members voted to ratify the tentative agreement on the One Team model wages! We are in the process of signing the MOU, below is the ratified language on the wage adjustment and placement process.

2. Wage Scale:

The adjusted wage schedule attached hereto as Appendix A and incorporated herein by reference shall constitute the wage schedule for One Team Model positions added by this agreement.

3. Placement of current employees on the adjusted wage schedule:

Upon approval/ratification of this agreement by the Union and Plymouth Housing, any existing employee placed in a One Team Model position will be placed on the adjusted wage schedule for the job classifications in Appendix A as follows:

- Identify the step closest to the employee's current hourly base pay, and rounding up
- Thereafter an employee shall advance one step for every full year of service with the Employer until top step is reached.

If the employee has been separated and rehired by the Employer within one (1) year of the separation date, their service prior to the separation will be included in the placement calculation. The employment gap will be excluded from the placement calculation.

Any employee whose current base pay is higher than the top step on the wage schedule will maintain their current base pay rate.

4. Transition to One Team Model Positions:

The One Team Model will be implemented on a building-by-building basis in accordance with the needs and goals of Plymouth Housing. As buildings convert to the One Team Model, current Building Assistants in the converted building will be transferred to Residential Specialist positions. Similarly, all Building Coordinators will be transferred into Lead Residential Specialist positions for any building which is converted to the One Team Model at the time of the conversion. In the event that there is a vacant Building Assistant or Building Coordinator position in a building converted to the One Team Model, that position shall be posted and interviewed for with Plymouth Housing retaining its right to determine who is hired/appointed. Janitor and Maintenance employees shall remain in their existing positions, however they will be asked to service multiple buildings once buildings are converted to the One Team Model.

All other One Team Model positions will be posted and interviewed for, with Plymouth Housing retaining its right to determine who is hired/appointed.

Current One Team Model Employees:

Whereas there are employees who were part of the One Team pilot program who will convert over to the adjusted wage schedule set forth in Appendix A, that adjustment shall occur within two pay periods following the execution of this agreement.

Thank you to the bargaining team, Jon La France, and Chris Mack.

If you have questions, please contact your Union Representative Ida Kovacic at 206-441-8880 ext. 105 or ida@opeiu8.org.

