

Union ★
Update

OPEIU
Local



For Local 8 Members at Seattle Housing Authority

June 14, 2022

Contract Vote

We reached a Tentative Agreement on a 3-year contract with SHA that secures important and necessary improvements to wages and working conditions. **Our Union Bargaining Team is recommending a YES vote!**

You can view the tentative changes here: <https://www.opeiu8.org/wp-content/uploads/2022/06/SHA-TA-2022.pdf>

Voting is open from 3pm today through 5pm Friday, June 17th.

Cast your ballot here: <https://www.surveymonkey.com/r/PHS7FXG>. Your engagement and participation keep our Union strong!

Union Meeting Thursday, June 16 from 12pm - 1pm via Zoom

Zoom meeting link:

<https://us02web.zoom.us/j/2505066115?pwd=eSt2RVVIMDRYUEJBaTF4ckFKUHZBdz09>

Meeting ID: 250 506 6115

Passcode: 9832543288

One tap mobile

+16465588656,,2505066115#,,,,*9832543288# US (New York)

Dial by your location

+1 253 215 8782 US (Tacoma)

Meeting ID: 250 506 6115

Passcode: 9832543288

Contract Highlights:

Compensation:

Effective January 2022 (will receive pay retroactive in a lump sum):

- Increase the maximum of all the pay ranges by \$2.24
- Any employee whose wage is below the midpoint will receive a 1% wage increase
- All employees will receive a 6.5% across-the-board wage increase

Effective January 2023:

- Any employee whose wage is below the midpoint will receive a 1% wage increase
- All employees will receive a 6.5% across-the-board wage increase

Effective January 2024:

- Any employee whose wage is below the midpoint will receive a 1% wage increase
- All employees will receive a 6.5% across-the-board wage increase

Performance Evaluations for 2022, 2023, and 2024:

Employees will be eligible for the following based on the total score of the performance evaluation:

Total Score	Addition to Base Pay
32-35	1.0% (or 20 hours of merit leave)
25-31	0.5% (or 12 hours of merit leave)
21-24	8 hours of merit leave

Contract Duration: 3 years

Add additional holiday: Juneteenth

Annual leave cash out: Once per calendar year, in December, employees can cash out up to 24 hours of annual leave so long as they are left with at least 120 hours

Bereavement Leave: add additional day of pay leave, increase use of sick leave from 5 days to 10 days

Overtime: all hours compensated will count toward 40

Response to leave requests: increased the amount of time the employer has to respond from 5 working days to 8 calendar days

Probation: allow for a one time 3-month extension of probation for new employees with documented performance issues

Workweek: allows for working on Sunday if agreed to by both employee and employer

Clarification: made all timeline calculations in calendar days

Replace binary language: use them/their instead of he/she

Create committee to review:

- Creating upgraded classifications within a series
- Teleworking

Contact Valarie Peaphon, Union Representative, with any questions at valarie@opeiu8.org

