

**Union** ★  
**Update**

**OPEIU**  
Local



*For Local 8 Members at Seattle Housing Authority*

June 15, 2022

## **Contract Vote**

*There was a typo in the body of the previous update that was posted yesterday regarding compensation for 2023 and 2024. Please see corrected language below (highlighted in yellow)!*

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 wage increase equal to 2%-5% depending on the Seattle-Tacoma-Bellevue Consumer Price Index (CPI-W)

#### **Effective January 2024:**

- Any employee whose wage is below the midpoint will receive a 1% wage increase
- All employees will receive a wage increase equal to 2%-5% depending on the Seattle-Tacoma-Bellevue Consumer Price Index (CPI-W)

#### **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](mailto:valarie@opeiu8.org)**

