

Union ★
Update

OPEIU
Local



For Local 8 Members at YouthCare

July 28, 2022

Big Strides Toward Our First Contract

We've been working hard to get our first contract finished, and we've made a lot of progress. Management finally responded to our economic proposals (wages, PTO, differentials) and we've reached agreement on some long outstanding issues.

Our last session with management we came to agreement on nine sections. We have several big wins to share, outlined below. We're proud of our bargaining team's dedication and all of our attention and dedication to this process. We look forward to finishing negotiations so that we can use our union contract!

Most Recent Tentative Agreements Include:

HEALTH RELATED LEAVE ACCRUAL – Union members get 2 hours of health related leave (sick leave) per 40 hours worked. We can carry over up to 340 hours to use in the future. The max accrual for health-related leave is 340 hours. Health related leave includes mental health days which may be scheduled in advance, time off if you are mentally or physically ill, to care for a family member, if YouthCare is closed by order of a public official for health reasons, or for a reason related to domestic violence.

PARKING TICKETS INCURRED WHILE COMPLETING JOB DUTIES – The employer will

evaluate parking infractions on a case-by-case basis when an employee performs work duties that prohibit or restrict the employee's timely return to a vehicle legally parked, resulting in a parking ticket. The employer will pay the fine for any parking infraction that an employee can demonstrate was work-related and unavoidable.

SCHEDULES & SCHEDULE CHANGES FOR FULL & PART TIME EMPLOYEES – At the time of hire, we will be notified of the number of hours per week, start and end time, and days of the week for our shifts as well as mandatory meetings. YouthCare is required to give at least thirty (30) days advance notice for schedule changes, unless mutually agreed to by the employee.

REST PERIOD/BREAK – Daily rest periods/breaks totaling fifteen minutes shall be allowed for each four (4) consecutive hours of working time and started no later than the third hour. Employees must take rest periods/breaks as the nature of the work allows and/or as scheduled and mutually agreed upon. Rest periods/breaks are paid and may not be waived. While employees may be required to remain on site in some programs in case of an emergency, they shall be free from duties during their rest periods/breaks.

RACE EQUITY COMMITMENT – YouthCare has agreed to establish a Race Equity committee with an equal number of Employer and Union Employee representatives. This committee will regularly present their recommendations to the Executive Team.

INTERVIEW PROCESS – The Employer is committed to the reduction of bias through the interview process to ensure the agency hires staff whose race and gender identity align with that of YouthCare clients and therefore will follow practices to help staff to identify and mitigate bias in the interview process. All interviews are to use panel or team interviews and use structured, scenario and behavior-based interview process consisting of questions written in advance of the interview and asked of all applicants. All interviews will include at least one racial equity question approved by the Diversity, Equity, and Inclusion (DEI) Director and in partnership with a race equity-focused committee comprised of Union and Non-Union staff members

VACATION PAYOUT – Employees will be paid for **all** accrued and unused vacation when they leave YouthCare provided they have voluntarily resigned with at least a two-week notice or are terminated. It will be paid out on their final paycheck.

UNPAID PERSONAL LEAVE – An employee may be allowed to take unpaid leave. An employee's request for unpaid leave must be authorized in advance by the Employer.

ADVOCACY DAYS – Both the Union and the Employer recognize by acting together, they can send a stronger message to the city, county, state, and federal governments to support vital community services and housing for the Employer's clients. An employee who wishes to participate in an advocacy opportunity with the Union or YouthCare may submit a request for approval to YouthCare and with approval may participate on work time.

REST BETWEEN SHIFTS – Union members will have no less than 10 hours off between scheduled shifts, unless mutually agreed with the employee. An employee who has agreed to a schedule with less hours between shifts may withdraw their agreement with 30 days' notice. YouthCare will make every effort to provide at least 12 hours between shifts whenever possible.

WORKLOAD – The Employer and Union share the value of maintaining workloads at a level consistent with providing quality services and maintaining employee well-being. Should circumstances require an increase of workload, when possible, ten business days advanced notice will be given and discussion with relevant staff will occur to explain the situation and explore alternative solutions. If an employee experiences a significant increase in workload due to vacant position(s) that continues for more than two weeks, they may request a meeting with their supervisor or designee and Union Representative to discuss the impact of the vacancies and solutions until the vacancies are filled.

MANAGEMENT REPORTING OF COMPENSATION – Annually, YouthCare shall provide the current salary range of all executive management roles.

What next?

Our Bargaining Team continues to meet with Management every other Thursday to negotiate over the remaining proposals, which are mostly economic (money related). Once we have a Tentative Agreement on the whole contract with management, all of us will vote to accept or reject on the entire Agreement. Then, if a majority of us vote yes, the contract will be ratified (official) and we can start to enforce the improvements we've negotiated.

Our Bargaining Team



Top row, L-R: **Amethyst Thorpe**, Engagement Specialist, ISIS/Ravenna House; **Amanda Ayers-Ruiz**, Community Engagement & In-Kind Specialist, Development; **Hermes**, Cat and Honorary Bargaining Team Member; **Corinne Cosentino**, OPEIU Organizing Director; **Gary Covarrubias**, Engagement Specialist, Casa Dos;
Bottom row, L-R: **Tremell Collins**, On-call Engagement Specialist, Over 18 Housing; **Dorothy Pierce**, GED Instructor, Orion Center; **Phoebe Feldsher**, OPEIU Union Representative; **Valerie Maganya**, Case Manager, EISS. Not pictured: **Marcel Jones**, Engagement Specialist, South Seattle Shelter; **Sky Thomas**, Engagement Specialist, Hope Center.

We want to thank Amanda Ayers-Ruiz for their work on the Bargaining Team and we congratulate them as they move into a new role at YouthCare!

Questions? Interested in joining the Bargaining Team? Contact Union Representative Phoebe Feldsher, Union Representative, phoebe@opeiu8.org or 206-441-8880 ext. 119.



OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8

1-800-600-2433 or 206-441-8880 ★ Fax: 206-441-0207 ★ www.opeiu8.org

Find us on  www.facebook.com/OPEIULocal8

iluna#242/af-cio