

Union ★
Update

OPEIU
Local



For Local 8 Members at Crisis Connections

August 9, 2022

Bargaining Update

Last week on August 4th, we resumed contract negotiations with Crisis Connections. CEO, Michelle McDaniel, and Senior Director of Finance, Sandy Brewster, joined us for the first thirty minutes of the meeting. They provided a broad budget overview, assuring us they had taken the Union's proposal seriously and gave it due consideration. Unfortunately, this was not reflected in their team's response. Among other concerns, the budget summary didn't include adequate explanations of how each number was calculated and appeared to be missing or misrepresenting critical details. And while we realize every budget has constraints, CC is in control of the contracts it takes on and responsible for ensuring those contracts adequately fund the corresponding work.

Management's wage proposal has components that aren't clearly defined and weren't fully thought through. For example, CC proposed introducing escalating tiers for some positions (e.g., Screener I, Screener II, Screener III) with no explanation of the criteria for progressing through tiers or rationale for each respective tier's pay grade. As employees at CC are well-aware, failure to have clearly defined parameters contributes to inequity in the workplace.

But instead of addressing these issues in their second wage proposal to us, CC proposed the same flawed system without any corrections or elaboration. Furthermore, management rejected nearly all of the Union's proposals outright.

ECONOMICS:

Union Proposal	Management Response
A compensation structure which honors employees' actual anniversary dates, creates enough pay grades and pay steps to properly recognize and place staff based on tenure and position, and includes retro pay for all	Rejected
Reviving a short-staffing differential	Rejected
Maintaining the waived break bonus for positions where staffing and workload do not ethically allow staff to step away for a lunch break	Rejected
Reviving a training differential	Rejected
Adding a swing shift differential	Rejected
Equalizing graveyard differential	Rejected - CC countered with \$4/hr for CSCs and \$2/hr for everyone else
Memorializing lead pay differential	Rejected - CC countered with incorporating lead pay into base wages which would decrease wages for a majority of these employees
Adding a weekend differential	Rejected
Transitioning to weekly payroll	Rejected
Employer-provided Orca pass	Rejected
Adding bilingual pay	Rejected - CC countered with a lower rate
Status quo vacation accrual	Rejected - CC countered with a lesser PTO system (details in the table below)
Health insurance (lowering the employee cost for insurance plans that include dependents)	No Response

Retirement (employer contribution to 403b)

No Response

PAID LEAVE:

What’s more, Crisis Connections incredulously proposed slashing the current vacation and sick leave policy and transitioning to a consolidated Paid Time Off (PTO) system, offering no supporting justification **Under CC’s PTO proposal, employees accrue substantially less time off per year, have a lower overall cap on accrued hours, can only carryover 80 of their accrued hours year-to-year, and have less leave paid out when leaving the organization.**

We did a deep dive to see exactly how CC’s proposal stacks up against what employees currently receive. Use the table below to see how you would be personally impacted by finding your length of service and comparing the current policy against CC’s proposal. (Spoiler Alert: Everyone loses!)

Length of Service at CC		Paid Leave Days Per Year	Paid Holidays Per Year	Total Paid Days Off Per Year	Maximum Accrual Per Year	Maximum Carryover Per Year	Maximum Leave Bank Balance	Payout at Separation
1 Year (Employed 1-364 days)	Current Policy	24 days <i>12 days sick leave + 12 days vacation</i>	11 days <i>9 holidays + 2 float days</i>	35 days	180 hours <i>90 hours sick + 90 hours vacation</i>	Unlimited sick leave balance + 135 hours of vacation	Unlimited sick leave balance + 135 hours of vacation	0% of vacation leave 0% of sick leave
	CC's Proposal	15 days of PTO	12 holidays	27 days	N/A	N/A	<i>*left blank on CC's proposal</i>	0% of PTO

2 Years (Employed 1 year-1 year and 364 days)	Current Policy <i>27 days</i> <i>12 days sick leave + 15 days vacation</i>	11 days <i>9 holidays + 2 float days</i>	38 days	202.56 hours <i>90 hours sick + 112.56 hours vacation</i>	Unlimited sick leave balance + 168.75 hours of vacation	Unlimited sick leave balance + 168.75 hours of vacation	100% of vacation leave (with 2 weeks notice) 0% of sick leave
	CC's Proposal	20 days of PTO	12 holidays	32 days	165 hours of PTO	80 hours	160 hours of PTO
3 Years (Employed 2 years-2 years and 364 days)	Current Policy <i>27 days</i> <i>12 days sick leave + 15 days vacation</i>	11 days <i>9 holidays + 2 float days</i>	38 days	202.56 hours <i>90 hours sick + 112.56 hours vacation</i>	Unlimited sick leave balance + 168.75 hours of vacation	Unlimited sick leave balance + 168.75 hours of vacation	100% of vacation leave (with 2 weeks notice) 0% of sick leave
	CC's Proposal	20 days of PTO	12 holidays	32 days	165 hours of PTO	80 hours	160 hours of PTO
4 Years (Employed 3 years-3 years and 364 days)	Current Policy <i>30 days</i> <i>12 days sick leave + 18 days vacation</i>	11 days <i>9 holidays + 2 float days</i>	41 days	225 hours <i>90 hours sick + 135 hours vacation</i>	Unlimited sick leave balance + 202.5 hours of vacation	Unlimited sick leave balance + 202.5 hours of vacation	100% of vacation leave (with 2 weeks notice) 0% of sick leave
	CC's Proposal	24 days of PTO	12 holidays	36 days	187.5 hours of PTO	80 hours	160 hours of PTO
5 Years (Employed 4 years-4 years and	Current Policy <i>30 days</i> <i>12 days sick leave +</i>	11 days <i>9 holidays + 2 float days</i>	41 days	225 hours <i>90 hours sick + 135 hours vacation</i>	Unlimited sick leave balance + 202.5 hours	Unlimited sick leave balance + 202.5 hours	100% of vacation leave (with 2 weeks notice)

364 days)		<i>18 days vacation</i>				of vacation	of vacation	0% of sick leave
	CC's Proposal	24 days of PTO	12 holidays	36 days	187.5 hours of PTO	80 hours	160 hours of PTO	25% of PTO
6 Years (Employed 5 years-5 years and 364 days)	Current Policy	32 days <i>12 days sick leave + 20 days vacation</i>	11 days <i>9 holidays + 2 float days</i>	43 days	240 hours <i>90 hours sick + 150 hours vacation</i>	Unlimited sick leave balance + 225 hours of vacation	Unlimited sick leave balance + 225 hours of vacation	100% of vacation leave (with 2 weeks notice) 0% of sick leave
	CC's Proposal	24 days of PTO	12 holidays	36 days	187.5 hours of PTO	80 hours	160 hours of PTO	25% of PTO
7 Years (Employed 6 years-6 years and 364 days)	Current Policy	32 days <i>12 days sick leave + 20 days vacation</i>	11 days <i>9 holidays + 2 float days</i>	43 days	240 hours <i>90 hours sick + 150 hours vacation</i>	Unlimited sick leave balance + 225 hours of vacation	Unlimited sick leave balance + 225 hours of vacation	100% of vacation leave (with 2 weeks notice) 0% of sick leave
	CC's Proposal	28 days of PTO	12 holidays	40 days	210 hours of PTO	80 hours	160 hours of PTO	75% of PTO
8 Years (Employed 7 years-7 years and 364 days)	Current Policy	32 days <i>12 days sick leave + 20 days vacation</i>	11 days <i>9 holidays + 2 float days</i>	43 days	240 hours <i>90 hours sick + 150 hours vacation</i>	Unlimited sick leave balance + 225 hours of vacation	Unlimited sick leave balance + 225 hours of vacation	100% of vacation leave (with 2 weeks notice) 0% of sick leave
	CC's Proposal	28 days of PTO	12 holidays	40 days	210 hours of PTO	80 hours	160 hours of PTO	75% of PTO

9+ Years (Employed beyond 8 full years)	Current Policy	32 days <i>12 days sick leave + 20 days vacation</i>	11 days <i>9 holidays + 2 float days</i>	43 days	240 hours <i>90 hours sick + 150 hours vacation</i>	Unlimited sick leave balance + 225 hours of vacation	Unlimited sick leave balance + 225 hours of vacation	100% of vacation leave (with 2 weeks notice) 0% of sick leave
	CC's Proposal	32 days of PTO	12 holidays	44 days	235 hours of PTO	80 hours	160 hours of PTO	100% of PTO

UNION MEMBERSHIP MEETINGS (please plan to attend before work, after work, or while on lunch break):

- **Thursday, August 18th at 9am via zoom**
- **Thursday, August 18th at 6pm via zoom**

Zoom Link (same link for each meeting):

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

Meeting ID: 250 506 6115

Passcode: 9832543288

One tap mobile

+12532158782,,2505066115#,,,,*9832543288# US (Tacoma)

+16699009128,,2505066115#,,,,*9832543288# US (San Jose)

Dial by your location

+1 253 215 8782 US

Meeting ID: 250 506 6115

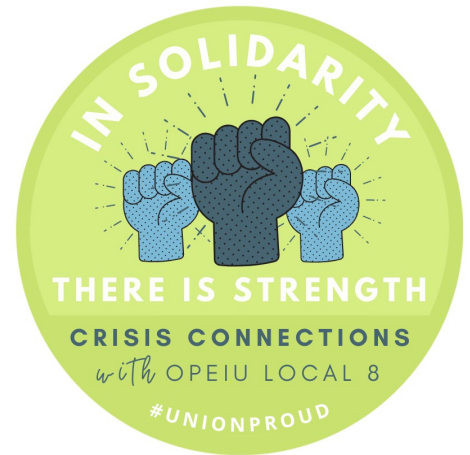
Passcode: 9832543288

Find your local number: <https://us02web.zoom.us/j/kdVfnZD1SU>

Union Bargaining Team:

Holly Barton, King County Crisis Intervention Specialist, Crisis Department

Sonia Brown, Information & Referral Specialist, 211
Carol DeSalles, Information & Referral Specialist, 211
Carly Howard, Warm Line Mentor, Warm Line
SK Lewis, King County Call Screening & Coordination
Specialist, Crisis Department
Darby Robertson, Youth Services Lead Crisis Intervention
Specialist, Crisis Department
Jo Siesto, Crisis Line Expansion Call Screening &
Coordination Specialist, Crisis Department
Sarah Welch, King County Crisis Services Clinician, Crisis
Department
Valarie Peaphon, Lead Negotiator, OPEIU Local 8
Tara Powell, Union Representative, OPEIU Local 8



Have questions or want to get more involved? Reach out to the Union Bargaining Team at ccbargainingteam@gmail.com or our Union Representative Tara Powell at tara@opeiu8.org.



OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8
1-800-600-2433 or 206-441-8880 ★ Fax: 206-441-0207 ★ www.opeiu8.org

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