

Union ★
Update

OPEIU
Local



For Local 8 Members at Forterra NW

September 2, 2022

Union Update

We Continue to Negotiate Our First Contract

Our Bargaining Team met with Forterra Management on Monday, August 22nd. We rejected management's package proposal because it does not speak to many issues that are important to us and it protects management's ability to make unilateral decisions. Management's proposal has no language addressing changes in job descriptions, new job classifications, our ability to negotiate policy changes, leaves, schedules, seniority, layoffs and recall, and our ability to work from home.

Wanting to make positive progress, our counter proposal includes language from management's package that we are agreeable to. We are working with management to reach an agreement in a timely manner, but we will not compromise our values and rush to an inadequate agreement. Our contract must reflect our priorities and quality employment standards.

We meet with Forterra management again on Monday, September 12 and Thursday, September 29.

Our proposals include:

- **Recognition of the Union**- This article establishes the Union as the collective bargaining agent for members at Forterra and establishes that the Employer

must notify the Union of changes to wages, benefits or working conditions so that we may negotiate those changes or the impact of such changes.

- **Union Security and Membership** - This article describes conditions of Union membership.
- **Management Rights** – Under the law, management retains certain rights. This Article describes what rights are management’s discretion.
- **Personnel Policies and Job Descriptions** – This article establishes that our contract will prevail if in conflict with an Employer policy and that job descriptions will be made available to the Union and employees upon request.
- **Hiring** – This article describes hiring requirements. For example, posting job vacancies internally and interviewing internal applicants before external applicants are considered, providing financial information that impacts Union members, and providing time for a Union orientation upon hire.
- **Discipline and Termination** – This article outlines the tenants of just cause, described here: <https://www.opeiu8.org/member-resources/rights-when-disciplined/> and the terms under which a Union member may be disciplined. This section also includes an introductory period, PTO payout upon resignation or termination, and your right to representation in any investigatory meeting that could lead to discipline or termination.
- **Leave** – This article describes different types of leave like bereavement leave, Washington State Paid Family and Medical Leave, Federal Family and Medical Leave, jury duty pay and other protected leaves.
- **Salary Schedule and Compensation** – We have proposed a wage increase of 10.1% for all members retroactive to January 1, 2022.
- **Grievance/Arbitration Procedure** – This article describes the process through which the Union challenges decisions made by the Employer that we believe to be in conflict with our agreement including unfair disciplines. The article outlines timelines and processes for both parties.

- **Labor Management Committee** – During the life of our Agreement there may be issues that need prompt resolution. This article establishes that there shall be a committee of Union members and management that meets regularly and resolves work issues that arise mid-contract.

Union Meetings

Our Bargaining Team is hosting all-union meetings to answer your questions and give bargaining updates. Please fill out the doodle poll with your availability:

<https://doodle.com/meeting/participate/id/b2v896Kb>

Interested in joining the Bargaining Team? To find out more, reach out to OPEIU Local 8 Business Manager Suzanne Mode at 206-441-8880 ext. 101 or suzanne@opeiu8.org, or Union Rep Phoebe Feldsher at 206-441-8880 ext. 119 or phoebe@opeiu8.org.

