

**Union** ★  
**Update**

**OPEIU**  
Local



*For Local 8 Members at YouthCare*

September 6, 2022

## **Contract Negotiations Reaching Home Stretch**

Our Union Bargaining Team continues to meet with YouthCare management every two weeks, and we are happy to report that we continue to make good progress towards our first contract, reaching agreement each session on outstanding issues. We are getting down to some of the most important and most challenging issues around pay increases.

YouthCare management shared that the organization entered 2022 with a budget deficit, and they have limited funds to commit to additional wage increases. However, our Tentative Agreements include financial improvements. Our Team is optimistic that over the next few sessions we will be able to come to an agreement that our team is proud to recommend.

Once we reach Tentative Agreements, or TA's, on all sections on the Union Contract, the entire contract will go to all union employees at YouthCare to vote to accept or reject. If the contract is accepted, the contract will be "ratified" and go into effect.

**Some of the TA's we've reached recently include:**

**Bilingual Pay Differential** – increase to \$2/hour for all compensable hours

**Board of Directors** – YouthCare will notify our union of dates and times of all board meetings, and our union may request to report to the Board or its committees up to 4 times per year with two months advance notice.

**Leave of Medical Absence** – This allows an employee to take a leave of medical absence for up to six months, with YouthCare’s approval and after exhausting other medical leave options. It specifies how health coverage works during this time, and that the employee can return to the same job or a similar one, if available.

**Placement on the Wage Scale for On-Call Employees** – When YouthCare gave increases in the past, they included additional increases recognizing length of service with YouthCare. On-Call employees were excluded from those increases recognizing years of service. In effort to correct this, this section states that current on-call employees placed on the Wage Scale will move up one “step” for every year of service where they met the minimum requirements for on-call workers.

**New Hire Credit for Experience** – Newly hired employees will be given one year of credit for placement on the Wage Scale for every two years of verifiable experience performing work comparable to their new position at YouthCare.

**Internal Equity** – Sometimes, employers need to hire new employees at higher pay than more senior employees because they are having trouble hiring for that position. This section ensures that current employees are not paid less than new employees, and that if new employees are hired at higher pay rates, current employees would also see their pay increased.

**Auto Insurance & Client Transportation** – As we prepared our economic proposals, some concerns arose about how personal vehicles are used, what additional insurance employees need to have, liability when driving clients etc. After quite a bit of discussion with management, we reached a tentative agreement which reads: *Employees are not required and should not transport clients using their personal vehicle. Employees using their personal vehicle to transport themselves for work are required to have personal auto insurance that meets the minimums required by the State of Washington. If YouthCare requires auto insurance beyond the state minimums, they will reimburse employees for the additional premiums. For transportation of clients, agency vehicles are available for agency-approved drivers or hired rideshare such as Uber or Lyft may be used with supervisor approval.*

## **Bargaining Team**

Our Union Bargaining Team: **Amethyst Thorpe**, Engagement Specialist, ISIS/Ravenna House; **Tremell Collins**, On-call Engagement Specialist, Over 18 Housing; **Dorothy Pierce**, GED Instructor, Orion Center; **Valerie Maganya**, Case Manager, EISS; Corinne Cosentino, OPEIU Organizing Director; Phoebe Feldsher, OPEIU Union Representative; Omar Cuevas Vega, OPEIU Organizer.

We want to recognize the contributions of Bargaining Team members who have recently moved on from YouthCare: **Sky Thomas**, Engagement Specialist, Hope Center and **Marcel Jones**, Engagement Specialist, South Seattle Shelter, as well as **Gary Covarrubias**, former Engagement Specialist at Casa Dos who has moved into a new position.

Just as YouthCare has turnover, so does our Bargaining Team. It would be great to have a few additional union employees join our team and have our programs represented at the table as we work through this critical part of the negotiation (\$\$\$!). If you are interested, especially if your program does not currently have a Union Bargaining Team member listed above, please reach out to Union Representative Phoebe Feldsher at [phoebe@opeiu8.org](mailto:phoebe@opeiu8.org) or 206-441-8880 ext. 119.

## **Shop Steward Training en Español / Entrenamiento de Shop Steward en Español:**

**Tuesday, September 13 6:00-7:30 pm**

**Martes, el 13 de Septiembre a las 6:00-7:30 pm**

***via Zoom***

***vía Zoom***

All OPEIU members are invited to our Shop Steward Training. We will be covering the basics that Shop Stewards and active leaders should know about our Union, our contracts and our representation rights.

Todos los miembros de OPEIU están invitados a nuestro entrenamiento de Shop Steward. Nosotros vamos a cubrir los conceptos básicos que los delegados

sindicales y los líderes activos deben saber sobre nuestro Sindicato, nuestros contratos y nuestros derechos de representación.

To participate, please **RSVP by noon on Tuesday, September 13**

Para participar, por favor **confirme su asistencia antes del mediodía del Martes 13 de Septiembre**

online or to [Richard@opeiu8.org](mailto:Richard@opeiu8.org) (please mention New Shop Steward Training).

Correo electrónico o a [Richard@opeiu8.org](mailto:Richard@opeiu8.org) (por favor mencione Nuevo Shop Steward Entrenamiento)

A Zoom link will be emailed to registrants on Tuesday, September 13.

Se enviará un enlace de Zoom por correo electrónico a los inscritos el Martes 13 de Septiembre

***Questions? Interested in joining the Bargaining Team? Contact Union Representative Phoebe Feldsher, Union Representative, [phoebe@opeiu8.org](mailto:phoebe@opeiu8.org) or 206-441-8880 ext. 119.***

