

**Plymouth Housing/ OPEIU Local 8 Contract Negotiations
Tentative Agreement Summary
October 4, 2022**

1. Article 1 – Recognition of the Union

Section 1.1 UNION RECOGNITION. The Employer agrees to recognize and hereby does recognize the Union as the sole and exclusive collective bargaining agent with respect to rates of pay, hours and all other terms and conditions of employment for the following job titles:

Assistant Managers	Maintenance Technicians I
Building Assistants	Maintenance Technicians II
Building Coordinators	On-Call Building Assistants
Housing Case Manager	On-Call Janitors
Janitors	Senior Building Assistants
Maintenance Coordinators	Tenant Support Aides
Maintenance Lead	

<u>Assistant Managers</u>	<u>Maintenance Technicians II</u>
<u>Building Assistants</u>	<u>On-Call Building Assistants</u>
<u>Building Coordinators</u>	<u>On-Call Janitors</u>
<u>Community Specialists</u>	<u>On-call Residential Specialists</u>
<u>Compliance Associates</u>	<u>Lead Housing Case Managers</u>
<u>Compliance Coordinators</u>	<u>Lead Residential Specialist</u>
<u>Float Housing Case Managers</u>	<u>Portfolio Coordinators</u>
<u>Float Janitors</u>	<u>Rental Office Facilitators</u>
<u>Housing Case Manager</u>	<u>Representative Payee</u>
<u>Janitors</u>	<u>Residential Specialists</u>
<u>Maintenance Coordinators</u>	<u>Senior Building Assistants</u>
<u>Maintenance Lead</u>	<u>Senior Rental Office Facilitator</u>
<u>Maintenance Technicians I</u>	<u>Tenant Support Aides</u>

Excluding all other employees, supervisors, managers, confidential employees and security guards.

2. Article 4 – Union Activities

Section 4.1(b) INTERNAL HIRING. ~~A current employee who is promoted into another position within the agency which pays less than their former position will have their wages frozen at the current level until such time as the wage in the new position exceeds the wage that was frozen.~~

An employee who is newly placed in the bargaining unit from a non-unit position will be placed on the wage schedule for the job classification in Appendix A at the step closest to the employee's current hourly base pay rounded up. Any employee whose current

base pay is higher than the top step on the wage schedule will maintain their current base pay rate.

An employee who is promoted within the bargaining unit will be placed on the wage schedule for the job classification in Appendix A at the step closest to the employee's current hourly base pay constituting at least a 5% increase from their previous base pay. A promotion is defined as a permanent move to a higher paid role.

In the event of a lateral transfer to a role with an equivalent wage range to the position the employee is leaving, employees shall be placed on the current step of the wage schedule for the job classification in Appendix A

3. Article 7 – Holidays

Section 7.1 PAID HOLIDAYS. The following days shall be designated as Plymouth holidays, and employees shall receive these as paid days off in pro-ration of their regular hours worked. Full-time employees receive up to eight (8) hours of holiday pay. Temporary and On-Call employees will receive holiday pay when working on a Plymouth Holiday.

Plymouth Holiday Schedule:

<u>Q1 New Year's Day</u>	<u>Q2 Memorial Day</u>	<u>Q4 Veteran's Day</u>
<u>Q1 Martin Luther King, Jr. Day</u>	<u>Q2 Juneteenth</u>	<u>Q4 Native American</u>
<u>Q1 International Women's Day</u>	<u>Q2 Pride Day</u>	<u>Heritage Day</u>
	<u>Q3 Labor Day</u>	<u>Q4 Christmas Day</u>

Section 7.8 ALTERNATE HOLIDAYS. ~~Employees whose traditions and culture celebrate holidays other than those noted in Section 5.1 may trade days with a minimum of two (2) weeks' prior notice to their supervisor.~~ Employees whose traditions and culture celebrate holidays other than those noted in Section 7.1 may trade days with a minimum of two (2) weeks prior notice to their supervisor. The year's holidays must be used by December 31 of that year (ie: 2022 holidays expire on 12/31/2022) and used in 8 hour increment (pro rated for part time employees).

4. Article 9 – Additional Leaves

Section 9.6 WELLNESS DAYS

Each employee shall be entitled to four (4) Wellness Days per year provided on a quarterly basis to recognize the need to support ongoing self-care and renewal. These days may not carry over from quarter to quarter or yearly and are not eligible for payment upon employment separation.

5. Article 12 – Hours of Work and Overtime

Section 12.2(a). ~~Unless otherwise directed by an immediate supervisor or designee, an employee may not work overtime without prior approval. Failure to obtain advance approval for overtime may result in corrective action.~~

Unless otherwise directed by an immediate supervisor or designee, an employee may not work overtime without prior approval. In addition, an employee may not exceed 16 hours worked over two consecutive shifts (back-to-back) without prior approval of a supervisor. Failure to obtain advance approval for overtime may result in corrective action.

~~Section 12.7 WORK SCHEDULES. A fourteen (14) day work schedule will be posted at least seven (7) calendar days in advance of the effective date of the schedule. Except for compelling business reasons beyond the Employer's control, after the schedule is posted, individual assignment of hours of work during the period of the posting may only be changed by mutual agreement between the employee and Employer. Except by mutual agreement, the Employer will not change regularly scheduled hours of work for the purpose of avoiding overtime.~~

6. Article 13 – Health and Welfare

Section 13.1 INSURANCE COVERAGE. Regular full-time benefited employees and regular part-time benefited employees working at least thirty (30) hours or more per week are eligible to receive medical, dental, vision, long term disability and group life insurance coverage through the Employer as selected by the Employer. Employees may choose to enroll eligible dependents (see Employer policy).

Insurance coverage will begin on the first day of the month following ~~two (2) full months of employment.~~ the first day of employment.

The employee is responsible for a portion of their medical insurance premiums based on their pay rate:

Pay Rate:	Employee Monthly Premium Contribution:
\$18.13 <u>23.21</u> to \$25.17 <u>27.48</u>	\$20.00
\$25.18 <u>27.49</u> to \$32.22 <u>33.06</u>	\$30.00
\$32.23 <u>33.07</u> to 39.27 <u>41.57</u>	\$40.00
\$39.28 <u>41.58</u> to 52.41 and up	\$50.00
\$52.42 and up	<u>\$60.00</u>

Section 13.1(a). ~~For Employees hired prior to November 1, 2009, the~~ The Employer will pay 50% of insurance premiums for Employee-selected dependent coverage, and the Employee will pay 50% for dependent coverage premium.

~~Section 13.1(b). For Employees hired on or after November 1, 2009, the Employer will pay 25% of insurance premiums for Employee-selected dependent coverage, and the Employee will pay 75% of dependent coverage premium.~~

~~Section 13.4 SHORT TERM DISABILITY INSURANCE. All regular part time benefited employees and regular full time benefited employees will receive short term disability insurance paid by the Employer for the duration of this Agreement.~~

7. Article 15 – Compensation

~~Section 15.1 BASE HOURLY WAGES. Effective Nov. 1, 2019, or upon ratification (whichever is later), base hourly wages for employees in the bargaining unit shall be in accordance with schedule set forth in Appendix “A”.~~

Section 15.1(a) WAGE INCREASES.

Effective within two pay periods of ratification, there shall be a general wage increase of 8% to all positions not addressed in One Team or Rental Office and Compliance negotiations.

Effective ~~January~~ July 1, ~~2024~~2023, a general wage increase of ~~three~~ three percent (~~3~~3%) will be applied to all bargaining unit employee’s rate of pay and to the wage scale.

Effective January 1, ~~2022~~, 2024 a general wage increase of ~~two~~ two (2%) percent will be applied to all bargaining unit employee’s rate of pay and to the wage scale.

There shall also be a one-time lump sum payment of \$1,000 to employees with between 3 and 6 years of employment with the employer and be a one-time lump sum payment of \$1,500 to all employees with between 7 and 9 years of employment with the employer. This shall be paid within two pay periods of the ratification of this agreement.

Section 15.1(b) NIGHT DIFFERENTIAL. Employees working night hours (12:00 a.m. – 8:00 a.m.) shall receive ~~fifty~~ seventy five cents (~~\$0.50~~ \$0.75)-per hour in addition to the straight-time hourly rate of pay for hours worked on such shift. An employee shall be paid the appropriate shift differential for actual hours worked.

Section 15.8 WORKLOAD. The Employer and Union share the value of maintaining workloads at a level consistent with providing quality services and maintaining employee well-being. If an employee experiences an increase in workload of at least 50% due to vacant position(s), within the same job classification in their building that continues for at least ~~20~~ 10 consecutive working days, the employee may request a meeting between the Human Resources director or designee and the employee, they will meet with-in 10 ten days of the meeting request to discuss workload and a possible wage differential of \$0.50 per hour, if the increase in workload cannot be alleviated through other means. If granted, the differential will be implemented effective the date the meeting was requested ~~the next pay period after the meeting and~~ until the position is filled.

During contract year 2022-2023, the Employer and Union agree to convene a joint working group of three management and three Union representatives to address work-life balance and workload issues.

8. Article 23 – Termination and Renewal

This Agreement shall be in full force and effect until October 31, ~~2022~~2025, and shall continue in effect from year to year thereafter unless either party gives notice, in writing, at least sixty (60) days prior to any expiration or modification date of its desire to terminate or modify such Agreement; provided that, in the event the Union serves written notice in

**Plymouth Housing/ OPEIU Local 8 Contract Negotiations
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October 4, 2022**

accordance with this Section, any strike or stoppage of work after any expiration or modification date shall not be deemed in violation of any provision of this Agreement, any other provision to the contrary notwithstanding.

EXECUTED at Seattle, Washington this _____ day of _____ 2022.

OFFICE AND PROFESSIONAL
EMPLOYEES INTERNATIONAL
UNION LOCAL NO. 8, AFL-CIO

PLYMOUTH HOUSING

By _____
Suzanne Mode
Business Manager

By _____
~~Paul Lambros~~
~~Chief Executive Officer~~ Andrea Carnes
Chief Operations Officer

By _____
Ida Kovacic
Union Representative

By _____
~~Jane Zalutsky~~
~~President, Board of Trustees~~

By _____
~~Jon La France~~ Kerriann Egan
Bargaining Team

By _____
~~Jacklyn Lardie~~ Phoebe Feldsher
Bargaining Team

By _____
~~Robert Pope~~ Sakai Kearse
Bargaining Team

By _____
~~Andres Pacheco~~ John Meadows
Bargaining Team

By _____
Byram Simpson
Bargaining Team

By _____
Michelle Wise Bailey
Bargaining Team

[Clean up agreement and update the appendices as necessary to reflect new terms.](#)

Appendix A

Appendix A

PLYMOUTH HOUSING

TSA and Maintenance Staff Adjustments

Effective 11/1/2022

	Current 2022 Base	Proposed Adjusted Base	Step									
			1.00%									
	Base	Base	1	2	3	4	5	6	7	8	9	10
TENANT SUPPORT AIDE	22.26	24.04	24.28	24.52	24.77	25.02	25.27	25.52	25.78	26.04	26.30	26.56
MAINTENANCE FACILITATOR	28.41	30.68	30.99	31.30	31.61	31.93	32.25	32.57	32.90	33.23	33.56	33.90
MAINTENANCE TECH I	24.18	26.11	26.38	26.64	26.91	27.18	27.45	27.72	28.00	28.28	28.56	28.85
MAINTENANCE TECH II	30.06	32.46	32.79	33.12	33.45	33.78	34.12	34.46	34.80	35.15	35.50	35.86

**Plymouth Housing/ OPEIU Local 8 Contract Negotiations
Tentative Agreement Summary
October 4, 2022**

Appendix A

10/7/2022

PLYMOUTH HOUSING

Wage Scale effective 7/1/2023

	2022 Base Pay	Proposed Adjusted Base	Step									
			1.00%									
	Base	Base	1	2	3	4	5	6	7	8	9	10
RESIDENTIAL SPECIALIST	23.21	23.91	24.15	24.39	24.63	24.88	25.13	25.38	25.63	25.89	26.15	26.41
LEAD RESIDENTIAL SPECIALIST	24.61	25.35	25.60	25.86	26.12	26.38	26.64	26.91	27.18	27.45	27.72	28.00
HOUSING CASE MANAGER	27.48	28.30	28.59	28.88	29.17	29.46	29.75	30.05	30.35	30.65	30.96	31.27
HOUSING CASE MANAGER FLOAT	28.31	29.16	29.45	29.74	30.04	30.34	30.64	30.95	31.26	31.57	31.89	32.21
LEAD HOUSING CASE MANAGER	28.94	29.81	30.11	30.41	30.71	31.02	31.33	31.64	31.96	32.28	32.60	32.93
FLOAT JANITOR	23.90	24.62	24.86	25.11	25.36	25.61	25.87	26.13	26.39	26.65	26.92	27.19
FLOAT RESIDENTIAL SPECIALIST AND ON-CALL	24.04	24.76	25.01	25.26	25.51	25.77	26.03	26.29	26.55	26.82	27.09	27.36
COMMUNITY SPECIALIST	23.21	23.91	24.15	24.39	24.63	24.88	25.13	25.38	25.63	25.89	26.15	26.41
PORTFOLIO COORDINATOR (NEW)	26.00	26.78	27.05	27.32	27.59	27.87	28.15	28.43	28.71	29.00	29.29	29.58
COMPLIANCE ASSOCIATE	23.52	24.23	24.47	24.71	24.96	25.21	25.46	25.71	25.97	26.23	26.49	26.75
COMPLIANCE COORDINATOR	27.68	28.51	28.80	29.09	29.38	29.67	29.97	30.27	30.57	30.88	31.19	31.50
RENTAL OFFICE FACILITATOR	25.22	25.98	26.24	26.50	26.77	27.04	27.31	27.58	27.86	28.14	28.42	28.70
SENIOR RENTAL OFFICE FACILITATOR	27.46	28.28	28.57	28.86	29.15	29.44	29.73	30.03	30.33	30.63	30.94	31.25
REPRESENTATIVE PAYEE	23.21	23.91	24.15	24.39	24.63	24.88	25.13	25.38	25.63	25.89	26.15	26.41
TENANT SUPPORT AIDE	24.04	24.76	25.01	25.26	25.51	25.77	26.03	26.29	26.55	26.82	27.09	27.36
MAINTENANCE FACILITATOR	30.68	31.60	31.92	32.24	32.56	32.89	33.22	33.55	33.89	34.23	34.57	34.92
MAINTENANCE TECH I	26.11	26.89	27.16	27.43	27.70	27.98	28.26	28.54	28.83	29.12	29.41	29.70
MAINTENANCE TECH II	32.46	33.43	33.77	34.11	34.45	34.79	35.14	35.49	35.84	36.20	36.56	36.93

**Plymouth Housing/ OPEIU Local 8 Contract Negotiations
Tentative Agreement Summary
October 4, 2022**

Appendix A



PLYMOUTH HOUSING

Wage Scale effective 1/1/2024

	Current Base	Proposed Base Rate	Step									
			1.00%									
	Base	Base	1	2	3	4	5	6	7	8	9	10
RESIDENTIAL SPECIALIST	23.91	24.39	24.63	24.88	25.13	25.38	25.63	25.89	26.15	26.41	26.67	26.94
LEAD RESIDENTIAL SPECIALIST	25.35	25.86	26.12	26.38	26.64	26.91	27.18	27.45	27.72	28.00	28.28	28.56
HOUSING CASE MANAGER	28.30	28.87	29.16	29.45	29.74	30.04	30.34	30.64	30.95	31.26	31.57	31.89
HOUSING CASE MANAGER FLOAT	29.16	29.74	30.04	30.34	30.64	30.95	31.26	31.57	31.89	32.21	32.53	32.86
LEAD HOUSING CASE MANAGER	29.81	30.41	30.71	31.02	31.33	31.64	31.96	32.28	32.60	32.93	33.26	33.59
FLOAT JANITOR	24.62	25.11	25.36	25.61	25.87	26.13	26.39	26.65	26.92	27.19	27.46	27.73
FLOAT RESIDENTIAL SPECIALIST AND ON-CALL	24.76	25.26	25.51	25.77	26.03	26.29	26.55	26.82	27.09	27.36	27.63	27.91
COMMUNITY SPECIALIST	23.91	24.39	24.63	24.88	25.13	25.38	25.63	25.89	26.15	26.41	26.67	26.94
PORTFOLIO COORDINATOR (NEW)	26.78	27.32	27.59	27.87	28.15	28.43	28.71	29.00	29.29	29.58	29.88	30.18
COMPLIANCE ASSOCIATE	24.23	24.71	24.96	25.21	25.46	25.71	25.97	26.23	26.49	26.75	27.02	27.29
COMPLIANCE COORDINATOR	28.51	29.08	29.37	29.66	29.96	30.26	30.56	30.87	31.18	31.49	31.80	32.12
RENTAL OFFICE FACILITATOR	25.98	26.50	26.77	27.04	27.31	27.58	27.86	28.14	28.42	28.70	28.99	29.28
SENIOR RENTAL OFFICE FACILITATOR	28.28	28.85	29.14	29.43	29.72	30.02	30.32	30.62	30.93	31.24	31.55	31.87
REPRESENTATIVE PAYEE	23.91	24.39	24.63	24.88	25.13	25.38	25.63	25.89	26.15	26.41	26.67	26.94
TENANT SUPPORT AIDE	24.76	25.26	25.51	25.77	26.03	26.29	26.55	26.82	27.09	27.36	27.63	27.91
MAINTENANCE FACILITATOR	31.60	32.23	32.55	32.88	33.21	33.54	33.88	34.22	34.56	34.91	35.26	35.61
MAINTENANCE TECH I	26.89	27.43	27.70	27.98	28.26	28.54	28.83	29.12	29.41	29.70	30.00	30.30
MAINTENANCE TECH II	33.43	34.10	34.44	34.78	35.13	35.48	35.83	36.19	36.55	36.92	37.29	37.66