

Union ★  
Update

OPEIU  
Local



*For Local 8 Members at YouthCare*

October 17, 2022

## Reminder - Meetings to Vote on our Union Contract

Now that an agreement has been reached between our Union Bargaining Team and management, it's time for all union employees to vote on whether to accept this agreement.

**Please plan to come to any one of the vote meetings below to review the full agreement, ask questions, and vote.** Employees may attend the meetings **on work time**; please coordinate with your supervisor to ensure coverage.

We have scheduled a number of times at various worksites and on Zoom to come discuss the details of the contract. You may attend any of the meetings that work for your schedule, regardless of whether you work in that program. These are not drop-in meetings; please plan to come at the beginning of any of the below offered times so we can go over the information together. We expect the meetings to last 30 – 45 minutes.

- **YouthCare Main Office**, Tues., Oct. 18. Meetings will start at 7am, 8am, 3pm & 4pm.
- **EISS**, Wed., Oct. 19, 10:30am – 11:15am via Zoom following EISS team meeting.
- **UDYC**, Wed., Oct. 19. Meeting will start at 2pm.

- **Hope Center (table outside)**, Thur., Oct. 20. Meetings will start at 7am & 8am.
- **Casa de los Amigos Dos (table in garden)**, Thurs., Oct. 20. Meetings will start at 3pm & 4pm
- **Passages**, Fri., Oct. 21. Meeting will start at 11am.
- **ISIS**, Tues., Oct. 25. Meetings will start at 7am & 8am.
- **Catalyst**, Tues., Oct. 25. Meetings will start at 3pm & 4pm.
- **Orion**, Wed., Oct. 26. Meeting will start at 2pm.
- **South Seattle Shelter**, Wed., Oct. 26. Meeting will start at 2pm.
- **Zoom**, Thursday, October 27. Meetings will start at 8:30am, 2pm & 5pm.

This link will be used for these Zoom meetings:

Join Zoom Meeting

<https://us02web.zoom.us/j/83495251062>

Meeting ID: 834 9525 1062

One tap mobile

+12532158782,,83495251062# US (Tacoma)

+16699009128,,83495251062# US (San Jose)

**Our Bargaining Team is recommending a Yes Vote!**



**Our Union Bargaining Team L-R: *Amethyst Thorpe***, Engagement Specialist, ISIS/Ravenna House; ***Corinne Cosentino***, OPEIU Organizing Director; ***Phoebe Feldsher***, OPEIU Union Representative; ***Dorothy Pierce***, GED Instructor, Orion Center; ***Tremell Collins***, On-call Engagement Specialist. Not pictured: ***Valerie Maganya***, Case Manager, EISS.

### **Highlights of our First Contract:**

- All employees will receive \$.50 raise upon ratification, and 3% increase January 1, 2023
- Wage scale with 2% steps all employees will receive the first full pay period of the month following their anniversary date each year
- ORCA Business Passport for all employees beginning January 1, 2023 with a \$16/mo employee cost share
- New Pay in Lieu of Benefits for on-call employees of \$1.75/hour
- Increased Bilingual Pay Differential to \$2.00/hour
- New Swing Shift Differential \$.25/hour
- Increased Overnight Shift Differential \$.75/hour
- Minimum of 10 hours rest between shifts unless mutually agreed with the employee
- Increased vacation accruals and paid holidays

- Payout of all vacation upon termination with 2 weeks' notice
- 16 hours per year of mental health leave for regular employees; 8 hours for on-call employees
- Just cause for discipline
- Protection against involuntary schedule changes without notice for both regular and on-call employees
- Improved training with timelines and program orientation before working in a new program
- Sections improving much more including requesting a flexible schedule, what happens during inclement weather, if you get an infestation from work, notification of funding changes ... the list goes on. Please make sure to attend one of the meetings to hear all about it!

***If you have any questions, you can talk with a member of our Bargaining Team, or contact Union Representative Phoebe Feldsher at [phoebe@opeiu8.org](mailto:phoebe@opeiu8.org) or 206-441-8880 ext. 119.***

