

Union ★
Update

OPEIU
Local



For Local 8 Members at Tri-Cities Community Health

November 9, 2022

Bargaining Update

Negotiations

We have had three negotiation meetings with management and feel that we are getting close to an agreement. I believe we would have completed bargaining at our last meeting, but administration let us know that there is a strong possibility that your out-of-pocket expenses for medical/dental/vision insurance will be changing so your Bargaining Team decided that we needed to see what those changes would be before we moved forward with finalizing negotiations. Administration will be providing us with that information this week and we will meet again next Friday, November 18th, to negotiate and hopefully come to a final agreement that we can bring to you for review and vote.

Pay Equity

In accordance with your Union Contract Article 10 Salary and Compensation Section 7 Pay Equity <https://www.opeiu8.org/wp-content/uploads/opeiu8/CONTRACTS2/TCCH%202019-2022.pdf?ver=2021-02-10-104704-753> The Union has requested that Management review all employee salaries to ensure that employees are placed on the correct step that most closely reflects their years of experience in their classification, which resulted in an overall increase of \$170,000 in wages. Several employees in those classifications have reached out to me to ask for further clarification and review, which we are working through right now

with the new Human Resources Director. If you have not contacted me yet about any questions you have with this increase, please do so ASAP.

Seniority

Last Friday I filed a grievance on behalf of the entire bargaining unit regarding the application of seniority. ([Click here to read the grievance.](#)) I have had several employees (predominantly Medical Assistants) contact me about their supervisors assigning job tasks or changing location without following seniority. Seniority has been an ongoing issue that seems to have really become problematic with the addition of site managers. Shop Steward Yesenia Colvin and I had a meeting with the new HR Director on Friday and were able to give real life examples of where the new practices are problematic and how things should be happening in accordance with our Collective Bargaining Agreement. I will keep you posted!

If you have any questions, contact your Union Representative, Angie Wedekind, at (509) 306-0586, angie@opeiu8.org.



OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8

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