

Union ★
Update

OPEIU
Local



For Local 8 Members at Crisis Connections

February 3, 2023

Union Meetings and Contract Vote

After more than two years of negotiations, our Union Bargaining Team is happy to present our tentatively agreed upon contract to the membership for a vote! We recommend a “YES” vote!



We believe this first-ever union contract at CC will serve as a strong foundation that we can build on for years to come. We're putting into place a system to improve working conditions and address the concerns repeatedly raised by staff in the past. With this new contract, CC will be better positioned to recruit and retain employees.

The Union Bargaining Team will hold several informational meetings to review the contract with those who wish to attend. These meetings will be held both in-person at the Belltown location and virtually via Zoom. At these meetings, we will also be able to answer specific questions regarding individual compensation and placement onto the new pay structure. These meetings were scheduled to optimize for people to attend

before or after their shifts, but CC will work with you to align your break so you can attend a meeting during one of your shifts if needed.

INFORMATIONAL MEMBERSHIP MEETINGS:

- **Saturday, February 11th via Zoom.** [Click here](#) for Zoom link.
11am-12pm
 - **Monday, February 13th on-site at CC's Belltown Office in the training room**
Drop-in between 8-10am (coffee and doughnuts will be provided)
Drop-in between 3-5pm (pizza will be provided)
 - **Tuesday, February 14th via Zoom.** [Click here](#) for Zoom link.
9:30am-10:30am
6:30pm-7:30pm
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VOTING IS LIVE!

You can vote any time between now and 9am on February 15, 2023! Cast your ballot by visiting this link: (<https://www.surveymonkey.com/r/JQSPFL>). You can wait until you are able to attend one of the meetings above or you can make a decision after reviewing the information provided.

The full language of the contract is [available here](#) for your review.

CONTRACT HIGHLIGHTS:

Compensation

- Retroactive pay increases to 1/1/23 (back pay adjustments will be issued if the vote passes)
- New step-grade structure that includes two increases per year (one in January and one on the anniversary of your date of hire)
- Use the chart below to learn your new wage:

2023		Step 0 Hire Rate	Step 1 1 year	Step 2 2 years	Step 3 3 years	Step 4 4 years	Step 5 5 years	Step 6 6 years
1	Pay Grade	\$19.75	\$20.15	\$20.55	\$20.96	\$21.38	\$21.81	\$22.24

Call Screening & Coordination Specialist Intake Specialist							
2 Information & Referral Specialist Recovery Help Line Specialist Peer Support Specialist Crisis Call Specialist Youth Crisis Mentor	\$20.15	\$20.55	\$20.96	\$21.38	\$21.81	\$22.24	\$22.69
3 Warm Line Mentor Youth Crisis Specialist Warm Line Training and Outreach Specialist	\$20.55	\$20.96	\$21.38	\$21.81	\$22.24	\$22.69	\$23.14
4 Administrative Specialist Crisis Intervention Specialist Crisis Intervention Specialist Lead	\$20.96	\$21.38	\$21.81	\$22.24	\$22.69	\$23.14	\$23.60
5 Provider Relations Coordinator Opioid Use Disorder Specialist Care Connect Lead	\$21.38	\$21.81	\$22.24	\$22.69	\$23.14	\$23.60	\$24.08
6 Senior Training Coordinator Volunteer Coordinator	\$21.81	\$22.24	\$22.69	\$23.14	\$23.60	\$24.08	\$24.56
7 Data & Quality Assurance Specialist	\$22.90	\$23.35	\$23.82	\$24.30	\$24.78	\$25.28	\$25.78
8 Data & Report Specialist IT Support Technician Outreach & Training Specialist SUD Clinician	\$24.04	\$24.52	\$25.01	\$25.51	\$26.02	\$26.54	\$27.07
9 Senior Training Specialist Crisis Services Clinician	\$28.00	\$28.56	\$29.13	\$29.71	\$30.31	\$30.91	\$31.53

Crisis Services Clinician Lead							
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Paid Leave & Holidays

- Transition to Paid Time Off (PTO) which offers a flexible combination of vacation and sick leave (see charts in Article 8 and LOU on page 33 in attached document for more details)
- Accrual based on hours compensated to recognize employees who pick up extra shifts
- Response from CC required within 10 days from submitted PTO requests
- 12 recognized holidays, including the addition of Cesar Chavez Day, Juneteenth, Indigenous Peoples’ Day, and Native American Heritage Day
- Expanded application of bereavement leave to reflect a more inclusive definition of “immediate family”

Just Cause & Progressive Discipline

- Protection from and recourse against unfair treatment
- The right to have a union rep/steward present at investigatory and disciplinary meetings
- The ability to challenge CC’s decisions/actions via the grievance process

Supporting Professional Development & Honoring Tenure

- 90-day probationary period for new employees
- Regular performance reviews to encourage professional growth
- Reimbursement for annual license renewal fees if the license is required for a clinician’s position
- Recognition of seniority in decisions regarding layoffs, paid time off preference, shift changes, and training opportunities

Union Presence

- Three-year contract
- Closed shop to ensure strength and unity
- Introduction to the Union at new employee orientations
- Labor Management Committee to meet at least quarterly to discuss new and ongoing issues

Waived Break Bonus

- Crisis Connections has notified us that they intend to eliminate the waived break **bonus** for Crisis Department employees when the contract goes into effect. This is something they have been aiming to do—and negotiations have held off—for over two years. The Union Bargaining Team did everything within our power to offset the impact. Ultimately, reallocating this money into wages allows employees to experience compounding increases and

overtime on a higher base wage, while also serving to establish more uniform practices across departments.

EMPLOYEE RECOGNITION/RETENTION PAYMENTS!

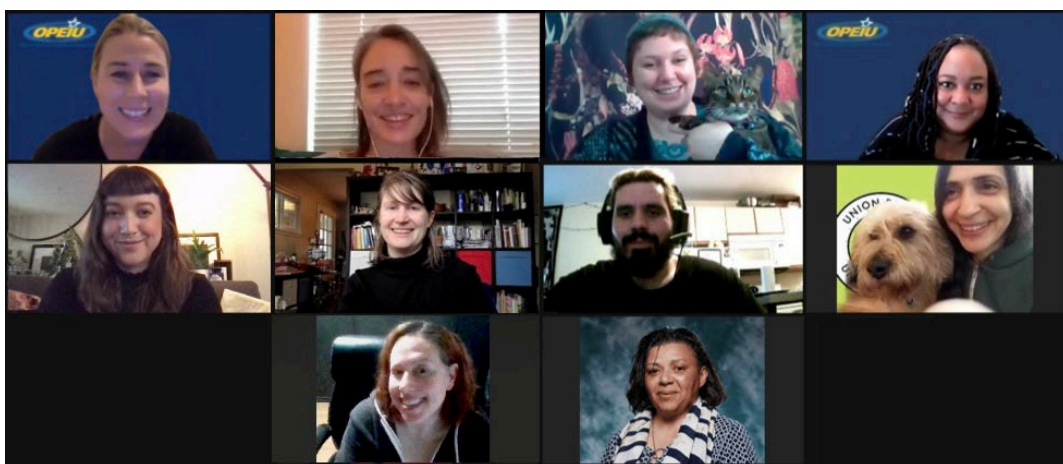
Employees will receive a one-time lump sum payment, minus any mandatory tax withholdings, based on their FTE and length of employment with CC.

Agreed upon eligibility parameters:

1. Eligibility for the recognition payment is based on an employee's date of hire, FTE, and employment status.
2. Employees working at Crisis Connections between March 1, 2021 and December 31st, 2022 are eligible.
3. Eligible employees must be actively employed at the time of processing to receive the recognition payment.
4. The recognition payment will be included as a separate check on February 8, 2023.

An employee's payment amount will be calculated based upon the following criteria:

1. Months employed
 - a. Number of days employed between March 1, 2021, and December 31, 2022, divided by 30.
2. FTE status as of 12/31/2022
 - a. Current FTE status of 40% or greater will receive \$350 for each month employed during that time period.
 - b. Current FTE status of less than 40% will receive \$175 for each month employed during that time period.



UNION BARGAINING TEAM:

(listed left to right, top to bottom) Valarie Peaphon, Carly Howard, Holly Barton, Tara Powell, Darby Robertson, Sarah Welch, Jo Siesto, Carol DeSalles, SK Lewis, and Sonia Brown.



JOIN NOW!

Once the contract passes, you will become an official union member with OPEIU LOCAL 8! In preparation of that, we are beginning to accept Union Membership Cards. Please fill yours out here: <https://www.opeiu8.org/get-involved/membership-application-2/>

NEXT UP...

Once the vote is over and we have a contract in place, we will begin recruiting and training members interested in taking on a leadership role in the union as stewards. Stay tuned!

Questions or Concerns? You can reach Valarie Peaphon, Our Union's Lead Negotiator, at Valarie@opeiu8.org.



OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8

1-800-600-2433 or 206-441-8880 ★ Fax: 206-441-0207 ★ www.opeiu8.org

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