

**Union** ★  
**Update**

**OPEIU**  
Local



*For Local 8 Members at Crisis Connections*

April 10, 2023

## **Union Grievance Filed with Crisis Connections Regarding Internet Reimbursement**

Your Union Bargaining Team negotiated a “Work From Home Agreement” (WFHA) with Crisis Connections back in September 2021. As part of this agreement, employees who are approved to work remotely receive reimbursement (up to \$50/month) for their internet services. This reimbursement is to be paid out monthly, though there is an expectation that you submit documentation (your internet bill) to CC quarterly.

The Union discovered that CC has not paid out the monthly internet reimbursement since December 2022. CC has not communicated the cause/rationale for this abrupt change, nor have they negotiated any deviations from the current practice with us, as they are required to under labor law.

This is in violation of our agreed to WFHA. We tried to resolve the matter informally, but we can't let this drag on any longer while employees go without their due compensation. As such, we have filed a class action grievance to get impacted employees paid ASAP! You can view the grievance letter [here](#).

**If you are approved to work remotely, you are entitled to this reimbursement!**

Ensure you request reimbursement by emailing your Department Director with a copy to HR ([HR@crisisconnections.org](mailto:HR@crisisconnections.org)) and Accounting ([accounting@crisisconnections.org](mailto:accounting@crisisconnections.org)). Remember to include a copy of your internet bill. The bill does not need to be in your name, but it does need to reflect the address of your residence.

Contact your Union Rep, Valarie Peaphon, with any questions or concerns at [valarie@opeiu8.org](mailto: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](http://www.opeiu8.org)

Find us on social media:    @OPEIULocal8

liuna#242/af-cio