

Union ★
Update

OPEIU
Local



For Local 8 Members at Pierce County Housing Authority

May 19, 2023

Bargaining Update and Important Union Membership Meeting

PCHA Directors and the Union Bargaining Team met on May 4th and May 18th. Our next bargaining session is scheduled for May 25th.

Important Union Membership Meeting

(Attend after work or during your break — pizza will be provided for those who attend in-person!)

- **Date:** Wednesday, May 31st
- **Time:** Drop in between 4:30 pm - 6:30 pm
- **Where (hybrid both in-person and virtual):** Building B at 603 Polk St S
- **Agenda:** Updates on Contract Negotiations

It will be best to join in person, but if you need to attend via Zoom, use this Zoom link:
<https://us02web.zoom.us/j/2505066115?pwd=eSt2RVVIMDRYUEJBaTF4ckFKUHZBdz09>

Meeting ID: 250 506 6115

Passcode: 9832543288

One tap mobile

+12532158782,,2505066115#,,,,*9832543288# US (Tacoma)

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Dial by your location
 +1 253 215 8782 US
Meeting ID: 250 506 6115
Passcode: 9832543288

Here is where the parties are at on priority issues:

	PCHA Current Proposal	OPEIU Current Proposal
Wage Increases	2023: 3% 2024: 3% 2025: 3%	2023: 7% 2024: 5% 2025: 5%
Bonuses	2023: 3.5% 2024: 3.5% 2025: 3.5%	2023: 4% 2024: 4% 2025: 4%
Healthcare Costs	Employer wants to change the way employees with dependents (children, spouse, family) included on their plan pay toward their premium each month which would result in significantly increased costs to the employee by 2025.	Maintain status quo
Lead Pay	\$200 per pay period	\$2.00 per hour on all hours compensated or \$220 per pay period.
Holidays	Add 1 floating holiday Add Juneteenth Add Christmas Day Add Day after Christmas	Add 1 floating holiday Add Juneteenth Add Christmas Eve Add Christmas Day Add Day after Christmas
Holiday worked bonus	\$45 (excludes on call staff)	\$75 (includes all staff that work on a holiday)

Washington Cares Act	Employer to pay the employer portion of the premium and employee to pay the employee portion of the premium.	Employer to pay both the employer and employee portions of the premium.
Washington Paid Family and Medical Leave	Employer wants to stop paying the entire premium.	Maintain status quo: employer pays both the employer and employee portions of the premium.



Our Union Bargaining Team (Shauntae Anderson, James King, Patti Carson) hard at work fighting for a good contract!

So far, we've reached a Tentative Agreement (TA) regarding:

ON-CALL COMPENSATION

Instead of receiving \$100 per week of on-call duty, each week, there will be a designated "primary" and "secondary" on-call employee. Primary will receive \$200/week and Secondary will receive \$100 per week.

VACATION ACCRUAL

Agreed to increase vacation accrual for employees with 2 - 4 years of employment from 10 days/year to 12.5 days/year.

Questions? Contact your Union Representative, Valarie Peaphon, at valarie@opeiu8.org!



OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8

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