

# Union Update

# OPEIU Local

for OPEIU Local 8 members Senior Life Resources

## We have a new contract through July 2025!

Our co-workers voted unanimously to approve our new contract. That means improvements to our wages, benefits, and working conditions will start going into effect. Our goal in bargaining was to negotiate improvements on the issues that co-workers across the state raised by coming to meetings and filling out bargaining surveys. Our bargaining team is proud to share the improvement that we negotiated.



*Eboney Wright (Tri Cities), Robin Sullivan (Clarkston), Rhonda Collins (Clarkston), Angie Wedekind (Negotiator, Representative), Barb Cameron (Ellensburg), Jesse Holtzinger-Cruz (Representative)*

### OUR CONTRACT IMPROVEMENTS

#### Full Contract Highlights and Language Changes:

Contract language improvements	Detailed changes that will bring improvements
Protecting our property from damages at work	<p><b>NEW: Section 5.8 Damage to Personal Property</b></p> <p>An employee who experiences damage to their personal property in the course of carrying out assigned tasks for a client</p>

	<p>may make a claim of loss for said damage expenses. The loss shall be recorded on the Senior Life Resources Claim Form and submitted directly to the appropriate Office Manager. The Office Manager will submit the claim to the Senior Life Resources Claims Officer for investigation, verification, and recommendation on further action by Senior Life Resources, including, but not limited to payment, in full or part, for the loss. The employer shall complete this investigation in a timely manner and payment shall be paid to the employee on the following pay period following submission of completed and approved documentation. The contact for the Claims Officer shall be included on the Claim Form.</p>
<p>Improved Communications with the office when we need help support</p>	<p><b>Section 5.13 SUPERVISOR AVAILABILITY.</b> The Employer will ensure that a supervisor is available for consultation during regular office hours and when client critical care needs are scheduled. <b>Employees shall expect a response from a supervisor in a timely manner.</b> In the event a caregiver cannot reach a supervisor and decisions need to be made the caregiver will follow the policies and procedures as trained.</p>
<p>Improvement: More time off for all of us effective 9/1/2023</p>	<p><b>Section 8.1 PAID LEAVE ACCRUAL</b> effective September 1, 2023 0-3,000 hours worked: 1 PTO hour per <b>38</b> hours worked 3,001-20,001 hours worked: 2 PTO hours per <b>38</b> hours worked 20,001+ hours worked: 2.5 PTO hours per <b>38</b> hours worked</p>
<p>New: Access to additional hours requested by staff</p>	<p><b>NEW - 12.7 b</b> The employer shall make a good faith effort to offer existing employees opportunities to increase their hours to serve clients who do not have a care provider.</p>

### Compensation and wages

<p>New: Respecting our experience, even giving us credit for work outside of Washington State.</p>	<p><b>NEW - Section 15.1 (a) Credit for Past Experience</b></p> <p>New employees may request credit for hours served as a Home Care Provider in a Medicaid program or who is currently certified as a Home Care Aide (HCA) or Certified Nursing Assistant (CNA) in Washington State to have these hours of work credited to their cumulative careers hours (CCH) and be placed in the SLR</p>
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	<p>wage scale accordingly. Existing employees may also request credit for CCH for hours served prior to their start date with Senior Life Resource (SLR). The lookback period is limited to the last 5 years before their SLR hire date. SLR shall determine the validity of verifiable hours. Once hours are verified, new wage scale will occur at the beginning of the new pay period.</p> <p>This article will be regularly reviewed in our joint Labor Management meetings.</p>
Improved mileage reimbursement	<p><b>Section 15.3 MILEAGE.</b> Effective September 1, 2023 Employees who use their own vehicle to travel between clients or to provide direct care service to clients will be reimbursed at <b>fifty-eight cents (\$0.58)</b> per mile</p>

### A new wage scale that will help recruit and retain staff

We secured wage increases that are significant and secure so we can plan for our future. Our wage scale makes us competitive and even puts us ahead of many other home care agencies.

We also guaranteed any hazard pay for 2023 and 2024 will be included in this pay table so we don't have to worry about hazard pay disappearing for the lifetime of this contract.

Hours Worked	July 1st, 2023	July 1st, 2024
0- 2000	\$20.81	\$21.44
2001 -4000	\$20.98	\$21.59
4001 - 6000	\$21.13	\$21.74
6001 - 8000	\$21.33	\$21.94
8001 - 10000	\$21.53	\$22.15
10001 - 12000	\$21.80	\$22.40
12001 - 14000	\$22.09	\$22.70
14001 - 16000	\$22.41	\$23.10
16001 - 20000	\$22.81	\$23.53
20001 +	\$23.23	\$24.00
25000+ (new)	\$23.63	\$24.34

### Our next steps

We will work to upload the new contract agreement in the upcoming weeks. You should contact your Union Representative or Shop Steward with any questions about the contract. Raises may take more than 1 full pay period after ratification to go into effect and will be retroactive to July 1, 2023. If you have experience in home care outside of SLR, please start locating documentation so you can apply to have your experience credited.

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## Membership Assembly

Join us at the annual Membership Assembly from 10:00 AM - 4:00 PM September 23rd in Yakima. Please RSVP online by [clicking here](#), or with your representative or to [Richard@opeiu8.org](mailto:Richard@opeiu8.org) by September 20th.

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## Need to contact your Representative with any questions?

**Angie Wedekind** [Angie@opeiu8.org](mailto:Angie@opeiu8.org)  
**Jesse Holtzinger-Cruz** [jesse@opeiu8.org](mailto:jesse@opeiu8.org)

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Visit our website



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