



For Local 8 Members at Trios

August 16, 2023

Charges Filed Against Employer

Charges have been filed against your employer.

Under the National Labor Relations Board (NLRB) the Union, on behalf of its members, has the ability and right to file charges against an employer when they do not follow Labor Law and the rules associated with that. We believe that Trios has broken those expectations on two separate occasions.

1. In negotiations for your current contract we agreed to create a focus group and negotiate a Letter of Understanding (LOU) regarding premium pay for Preceptors, Trainers, Leads, and Orienteers. We met with management in April to negotiate these amounts and quickly came to an agreement. We produced the LOU and sent it to Brian Woods, Human Resource Director, on April 28, 2023. To this date we have not received a signed copy back, nor have the premiums been paid to you, the employees. **This is a Failure to Bargain in good faith.**
2. The PCU department has been closed since May. Due to this closure the employees assigned to that department have floated to other departments, used their personal leave to cover their low census hours, and have found other employment. We have asked management several times for information on this closure and have received nothing to this point. Trios has an obligation to provide the Union notice when any change to working conditions takes place and then we have the ability to negotiate the impacts of those changes, but

Trios is shutting us out and not providing any information at all. **This is a failure to Bargain Mandatory Subjects of Bargaining.**

Click [here](#) and [here](#) for the charges filed.

As your Union Representative I have given my sworn affidavit and now the NLRB will reach out to Brian Woods and Christine Moreland, both in Human Resources, for their affidavits. After the affidavits are completed the NLRB determines if the charges are warranted and we move forward from there.

As the process moves forward we will send out updates, so please watch for those.

Questions? Contact Angie Wedekind at angie@opeiu8.org



OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8

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