

Union ★
Update

OPEIU
Local



For Local 8 Members at Tri-Cities Community Health

November 14, 2023

Bargaining Update

Yesterday we had our sixth bargaining session with TCCH management and their attorney. Up to this point we felt that we had made quite a bit of movement and secured some great wins for employees. Along with some issues that are relatively mundane, we have three very “hot topic” proposals being worked on from both sides. The “hot topics” center around Seniority, Overtime, and Required Meetings outside of scheduled work hours. We are at a point in negotiations where things get very difficult because both Management and the Union have gotten to a point where we feel that we have made all the movement on a topic that we can. This makes the process very challenging and difficult to navigate.

Your Bargaining team went into our meeting yesterday ready to work through the remaining topics and complete this bargaining process. TCCH management only wanted to work through the topics if the Union accepted the language as they had last presented it. Accepting their language would have resulted in them implementing Site Seniority and a huge reduction in the ability to earn overtime. We have heard your concerns, and we know those things were not what the members wanted, nor are they benefits to employees.

On October 23 we had a member meeting to update you all on the bargaining process. At this meeting we went over a few of the concepts and shared the language the employer is proposing regarding Site Seniority. At this meeting all employees had the opportunity to ask questions and then vote on whether you would accept this language as proposed or reject it. The vote results were overwhelmingly a NO to the

language as presented. The results of that vote showed us that you, as a union member, do not want management to redefine Seniority yet again.

Yesterday Josh Barrios, Director of Human Resources, sent out an email that is intended to make the Union and your Bargaining Team look like we are not willing to accept the Employers last package proposal. This email was very misleading. When reading that email it would look like Management has offered all these great things and the Union is turning them down. **THIS IS UNTRUE.** Most of the things that the employer listed the Union presented the first proposal on and the employer negotiated their terms to accept.

While the employer has brought forward proposals for this negotiation, they are not the driving force behind the awesome increases and benefits that they listed yesterday as things that the Union was not willing to accept.

Proposals the **Union** presented to the Employer for consideration:

1. Updated wage table including Market Adjustments to ensure all employees are paid at a competitive salary
2. Remove pay groups and recognize each classification in its own pay line to reflect the appropriate wage
3. Wage table that includes has 14 steps and a 2% increase between steps
4. Annual step increases for employees on their anniversary date
5. Cost of Living increases each year of the contract
6. Pay Equity review to ensure all employees are placed on the new wage scale at the correct step
7. Initial market and pay review to be retroactive to November 1, 2023
8. A yearly payment of \$1,000 to employees who have a wage exceeding the wage scale
9. Increased wages for Dental Hygienist and PSS employees to match the current demand for those classifications
10. Two-and-one half percent pay increase to employees who are floated off site
11. Increase in Lead Pay
12. Double time for employees who perform work during emergency closures
13. Flex-time option for employees
14. Removal of language that punished employees for not having enough vacation leave available for primetime scheduled vacation
15. Allow employees to complete administrative licensing requirements on paid time

16. Permanent schedule changes updated to apply to changes of 30 minutes rather than 45 minutes

The Union will continue to Bargain in Good Faith and work towards an agreement that benefits the members while understanding and honoring the needs for the employer. We will continue to follow the definition of Ethics in Negotiation, which are to have **expectations of fairness, equity, and honesty.**

TCCH has a long history of Union Busting Tactics. The issues in this negotiation and the email yesterday are just their latest attempt. WE ARE STRONGER TOGETHER AND WE WILL PREVAIL!

Questions? Contact your Union Representative, Angie Wedekind, at angie@opeiu8.org.



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