

**Union** ★  
**Update**

**OPEIU**  
Local



*For Local 8 Members at Solid Ground*

December 12, 2023

## **Tentative Agreement Reached**

**Your bargaining team reached a tentative agreement.**

Please plan to attend a Teams meeting to learn the details:

December 13 noon - 12:30 pm

or

December 14 5:30 - 6:30 pm. Links are below!

Ratification vote will take place electronically December 13<sup>th</sup> until December 18<sup>th</sup> at midnight.

[Click here](#) to vote!

Click [here](#) to see the full Tentative Agreement, and click [here](#) for wage scale.

Summary of the Tentative agreement:

### **2024**

- New OPEIU wage scale with new grading system.
- Increased range spread between min to max 32%,
- increase grade difference 7%.
- Longevity is rewarded with more step increases.
- Unfroze the step increases.

- Members under the minimum of the new assigned grade and range are brought up to the minimum, step 1, and will receive ½ on January 1, 2024, and ½ in July 2024.
- Members already in range will be assigned the step closest to the current wage that is higher and will receive ½ on January 1, 2024, and ½ in July 2024.
- 80% of our members receive market rate increases, rates will be shared at the meetings. Nobody receives less than 3% in 2024 or less than 10% in the life of the contract.
- Anyone who does not receive at least 3.0% January 1, 2024, will receive one additional step (2% increase) July 1, 2024.

## 2025

- Activate step progression first pay period in January, members move up one step in their assigned grade, this is a 2% increase.
- 1 ½ % COLA applied to wage scale.

## 2026 January

- Move up a step in your grade, 2% increase.
- 1 ½ % COLA applied to wage scale.

### Links to attend the meetings:

December 13, 2023 noon - 12:30 pm

Microsoft Teams meeting

**Join on your computer or mobile app**

[Click here to join the meeting](#)

**Or call in (audio only)**

[+1 360-347-6034,,874515525#](#) United States, Seattle

Phone Conference ID: 874 515 525#

[Find a local number](#) | [Reset PIN](#)

December 14, 5:30 - 6:30 pm

Microsoft Teams meeting

**Join on your computer, mobile app or room device**

[Click here to join the meeting](#)

Meeting ID: 210 094 885 229

Passcode: 7Emonj

[Download Teams](#) | [Join on the web](#)

**Or call in (audio only)**

[+1 360-347-6034,,424841894#](#) United States, Seattle

Phone Conference ID: 424 841 894#

[Find a local number](#) | [Reset PIN](#)

[Learn More](#) | [Meeting options](#)

**Questions? Contact your Union Representative, Ida Kovacic, at [ida@opeiu8.org](mailto:ida@opeiu8.org) or by calling 206-441-8880 x117.**



**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)

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liuna#242/afl-cio