

**Union** ★  
**Update**

**OPEIU**  
Local



*For Local 8 Members at YouthCare*

January 18, 2024

## **Grievances – Our Contract Has Teeth!**

Nothing at YouthCare happens without us – no client gets housed, no youth fed, and no conflict resolved without our expertise. We unionized because we demand that our work be valued. Our efforts have made YouthCare a better and more sustainable place to work.

But what do we do when management is not following our agreement? How do we enforce the contract language we fought so hard for?

If management violates our contract, the law, or even their own policies, we can file a grievance. A grievance is a formal complaint that includes a resolution. If management has violated our contract, contact our Union Representative Phoebe immediately! We have 10 business days after a contract violation to file a grievance, or we lose the right to challenge the decision all together.

Still not sure what a grievance is? Ask a Shop Steward or our Union Rep for more information!

### **Labor-Management Committee Resumes!**

We are proud to announce our new Labor-Management Committee heading into 2024. The following representatives will meet with management every three months to discuss workplace issues.

Our Team:

Aaron Shay – Community Street Outreach Worker  
Claudia Esplugas – Case Manager (Housing Navigator)  
Mary Mulugetta – Case Manager (Student Resource Navigator)  
Taylor Pioli-Oster – Case Manager (Family Engagement)  
Mayra Alamo – Engagement Specialist

Do you have something you want to discuss with management? A safety concern? An equity issue? Wide-spread issues with payroll? Contact one of our LMC Representatives or our Union Representative.

### **Leaders Needed!**

Our Union is only as strong as we make it. We need more people to step up and become Shop Stewards. Shop Stewards are leaders in the workplace to help to educate and empower their coworkers and who hold management accountable to our contract, the law, and their responsibilities to us and their clients.

Local 8 hosts many Shop Steward trainings throughout the year. Find a full list on our 2024 Year-at-a-Glance sheet by clicking [here](#).

***Questions? Contact your Union Representative, Phoebe Feldsher, at [phoebe@opeiu8.org](mailto:phoebe@opeiu8.org).***



**OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8**

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