

Dear Friends of Youth employees,

Congratulations! You all have worked so hard and taken a stand for yourselves, your organization and for non-profit workers everywhere by coming together and forming a union. If you feel proud of what you've accomplished here, you deserve it.

A new chapter has begun for your work life at Friends of Youth now that a majority of you have voted for union representation, one in which you'll have a greater say in your employment conditions. The vote count was 89% in support, with 56 votes for union representation and 7 votes against, with 1 ballot void due to markings in both boxes and another 2 voters' eligibility challenged for various reasons. Employees who under labor law had a separate vote about whether to be included with other employees (i.e. "Professionals") voted to be included.

Whether you voted to have a union or not, the opinions, perspectives and experiences of **all** union staff will be critical in developing a good contract, and we hope everyone will participate fully in the process.

We will approach contract negotiations with the goal of working in partnership with Friends of Youth leadership to reach a fair agreement as quickly as we can. Expect the process to take months, but in the meantime, you will have union representation. This means your current wages, benefits and working conditions remain in place and protected until something else is negotiated and approved by you, and you can contact your union representative if you have something comes up that you may need assistance with or have questions about. You also have the right to union representation in any meeting that could lead to discipline (we will dive more into this in future communications).

What to Expect Next:

1. **Fill out Surveys —Your Voice, Your Priorities:** We'll get the surveys out for everyone to complete. Surveys will be compiled and used by your Bargaining Team (to be elected by you) to develop contract proposals to present to Friends of Youth's management team.
2. **Nominate Selves/Coworkers for the Bargaining Team:** It's your union, your contract and your decision who you want to represent you at the bargaining table. Watch for nomination questions on the Bargaining Survey.

We'll need widespread representation across programs, positions, shifts, sites and experiences.

3. **Build a Contract Action Team (CAT):** In addition to your Bargaining Team, you will have a Contract Action Team consisting of workplace leaders who will help distribute information at each site, build support and assist the Bargaining Team to win a fair contract. The survey will ask for CAT volunteers.
4. **Request to Bargain and Request Information:** We'll make a request to Friends of Youth for information to help the Bargaining Team develop contract proposals, as well as an official request to bargain.
5. **Meetings to Discuss Survey Results and Bargaining Process:** Once we have survey results and nominations are in for the Bargaining Team, we'll have meetings to review the survey results and discuss priorities for your contract.
6. **Elect a Bargaining Team:** We'll hold an election for you to decide who you want to represent you on the Bargaining Team.
7. **Bargaining Team Meets:** The Bargaining Team will meet to work on the contract proposals to present to Friends of Youth's management team.
8. **Contract Bargaining Begins:** Once our proposals are ready, we go the negotiating table with Friends of Youth's management team. Bargaining will continue for at least several months. Your Bargaining Team and Contract Action Team will be keeping you informed throughout the process, and we can hold meetings or conduct additional surveys as needed along the way.

We will get going quickly on these next steps with our goal to reach a tentative agreement on a contract that meets the needs of employees as soon as possible. In the meantime, if you have any questions at all don't hesitate to contact us, or a member of your Organizing Committee. I can be reached by phone or text at 425-318-2650 or email corinne@opeiu8.org.

In solidarity,

Corinne