

Union ★  
Update

OPEIU  
Local



*For Local 8 & Local 11 Members at IUPAT Painter's Trade Section*

March 15, 2024

## We Have a Tentative Agreement

Your Bargaining Team— Shelby Lee, DeAnna Pierick, Kristel Wolf, and Union Representatives Karyn Morrison and Valarie Peaphon— reached a settlement for your review and vote. **We recommend voting YES!**



### Union Meeting

**Thursday, March 21<sup>st</sup> at 12 pm via Zoom**

To help facilitate this process, IUPAT has agreed to allow everyone to take their lunch at 12 pm on 3/21/24 so you can attend and get the information together. In Seattle, we've reserved the main conference room.

## Zoom Meeting Link

[https://us02web.zoom.us/j/2505066115?  
pwd=eSt2RVVIMDRYUEJBaTF4ckFKUHZBdz09&omn=85130221827](https://us02web.zoom.us/j/2505066115?pwd=eSt2RVVIMDRYUEJBaTF4ckFKUHZBdz09&omn=85130221827)

Meeting ID: 250 506 6115

Passcode: 9832543288

---

One tap mobile

+12532158782,,2505066115#,,,,\*9832543288#

---

Dial by your location

• +1 253 215 8782 US

You can vote any time between now and 1 pm on Thursday, March 21<sup>st</sup>, 2024. Cast your ballot electronically by visiting these links:

- [IUPAT DC Vote](#)

You can wait until you are able to attend the informational meeting above, or you can make a decision after reviewing the information below.

- [Tentative Agreement](#)
- [Tentative Agreement Summary](#)
- [Attendance Control Program](#)

## Summary of Agreement:

### Duration of CBA:

- 3 Year Contract (April 1, 2024 - March 31, 2027)

### Compensation:

- April 1, 2024: \$1.90/hour across the board increase
- April 1, 2025: \$1.60/hour across the board increase
- April 1, 2026 \$1.50/hour across the board increase

### Retirement:

- April 1, 2024: Increase automatic employer contribution from \$1.70 to \$2.00 per compensable hour.

- April 1, 2024: Increase employer match to 401K from fifty cents (\$0.50) to seventy-five cents (\$0.75) per hour.

**Holidays:**

- Change 1 Float Day and 1 Employee's Birthday to 2 Floating Days

**Office Closures:**

- Expand options for employees to include making the time up in a longer timeframe (i.e., within two pay period) and use of floating holidays.

**Probationary Period:**

- Increase probationary period for new hires from 90 calendar days to 180 calendar days.

**Attendance Control Program:**

- Improve policy to create a three (3) minute grace period. In order to avoid a "tardy infraction" when arriving up to three minutes late, employees do need to make up that time at the end of their shift.
- Reduce the amount of advanced notice an employee has to provide the employer of their absence from two hours to one hour in order to avoid incurring an "unreported absence." (Staff are still encouraged to provide as much notice as is possible!)
- Allow employer use of exterior security cameras to verify attendance regarding arrival and departure time.
- Clarify notification process to include texting.
- Clarify program rules and timelines.

**Binary Language:**

- Replace all binary language (he/she/his/hers) throughout the CBA and replace with gender neutral language (they/their/them).

***If you have any questions, please call Valarie Peaphon, Director of Contract Negotiations at 206-441-8880 ext. 103 or email [valarie@opeiu8.org](mailto:valarie@opeiu8.org)***



**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)

Find us on social media:



@OPEIULocal8

liuna#242/afl-cio