

Union ★
Update

OPEIU
Local



For Local 8 Members at Northwest Carpenters Trust

March 28, 2024

Bargaining Update

Yesterday, our Union Bargaining Team met with Gene Price, Executive Administrator, and the attorney representing NWCT to negotiate an improved severance package in the event of layoffs due to lack of work and/or a merger.

While there is no merger agreement in place at this time, management indicated they believe that work will continue to decrease at NWCT as contracts move to SWTF and that a merger is likely to occur by the end of 2024. They also indicated that they expect there will still be a Seattle office, but with a reduced presence and performing work that is TBD.

Our Union contract currently stipulates that employees will receive severance pay (1 week for every full year of service, with a minimum of 2 weeks and a maximum of 8 weeks), pay out of accrued vacation, and pay out of up to 450 hours of sick leave for employees with more than 10 years of service. Further, the employer must provide 2 weeks' advanced notice of layoff.

Recognizing the impacts the merger would have, our Union Bargaining Team provided management with an ambitious proposal to improve the guarantees made to employees in the event of layoffs:

- Increase the amount of notice employees would receive of layoff
- Increase the amount of severance pay

- Provide a “retention bonus” for employees that stay with NWCT up until the merger/ layoffs
- Pay out all accrued sick and vacation leave
- Provide continued medical coverage
- Provide the opportunity for continued employment
- Provide a letter of reference
- Assurance that the employer would not challenge or contest claims for unemployment benefits

OPEIU Local is fighting for a fair package that will honor the work performed, dedication, and tenure at NWCT! We meet again on April 4th and will receive management’s counter proposal then.

Union Bargaining Team: Allyson Bletch, Michelle Durrant, Curtis Telgenhoff, and Valarie Peaphon

If you have any questions, please contact Valarie Peaphon, Union Representative, at Valarie@opeiu8.org, 206-441-8880 x103



OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8

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