



*For Local 8 Members at Solid Ground*

April 15, 2024

## Labor Management Committee Meeting Report Back

Our Union Labor Management Team in attendance, *April Mazur, Arturo Velasquez, Bela Sanchez, David Olivera, Shana McCann, and Shelby Mooney, Union Representative*, met with Management on March 24, following issues were discussed:

**1. Use of Temporary workers at Broadview and other departments at Solid Ground.**

SG reported that there are currently ten temporary workers working at SG, management shared they have been challenged by the current job market, case managers are hard to find, and thus they are utilizing temps in that role. They also reported that the hiring process has been exacerbated due to an HR vacancy of a Talent Acquisition Specialist. SG will be moving from their current decentralized hiring process to a more conventional centralized hiring process where much of the role will be done by HR and the hiring manager makes the final decision. SG stressed their intention is not to be replacing FT work with temps, just that they have not had the capacity to handle the vacancies without a Talent Acquisition Specialist which has now been hired.

**2. Language Access Pay, and Policies and Procedure.**

The Committee had initial discussions regarding the current pay for Language Access Section 14.1 (d) of the contract and when jobs should be classified as Bilingual Positions. SG does have a policy regarding this, and it was decided that

we will start a review of the current policy at the next Labor Management Meeting.

The meeting minutes once approved will be available on SG One Drive.

## **Labor Management Vacancy**

We have two Union vacancies on the Labor Management Committee, LMC, which meets with SG management on the **fourth Wednesday of every month 10:30 am – noon**. If you are interested in joining the LMC, contact Union Representative **Shelby Mooney** at [shelby@opeiu8.org](mailto:shelby@opeiu8.org). Want more information about what this entails? Reach out to one of our LMC members: **April Mazur, Arturo Velasquez, Bela Sanchez, Charles Kendrick, Cynthia Linder, David Olivera, Rachel Moulton, Shana McCann, or Shelby Mooney** for more information.

## **Next Labor Management Meeting is Wednesday, April 24<sup>th</sup>**

If you have a workplace issue, or concerns you would like to have discussed at the next LMC, please email your topic, and include as much detail as possible and ideas of how to resolve the issues to [shelby@opeiu8.org](mailto:shelby@opeiu8.org) or contact a Union LMC Member no later than noon on **Monday, April 22<sup>nd</sup>**.

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**Questions, contact your Union Representative Shelby Mooney at 206-441-8880 ext. 117 or [Shelby@OPEIU8.org](mailto:Shelby@OPEIU8.org)**



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