

Union ★
Update

OPEIU
Local



For Local 8 Members at YouthCare

March 29, 2024

Recent Union Wins!

Schedules that Work for Us

When management proposed schedule changes at Catalyst, we were shocked. The new schedule would disrupt everyone's lives. We knew we had to push back. We called Phoebe, our Union Representative, and thought of a plan. Even though management did not violate our contract, we knew we needed to stand up for ourselves.

After drafting a collective letter and meeting with upper management, we were successful! We formulated a schedule that worked for us, and management adopted that schedule. None of us had to accommodate a schedule that created hardship in our lives.

Together we can make changes, even if our issues are not in our contract.

Discrimination Has No Home Here

Jerrica Moore worked as a GED counselor at the Orion Center. When she faced a disciplinary action, she called our Union Representative to be present at her investigatory meeting. In front of management and HR, Jerrica stood up for herself by continuing to describe the extenuating circumstances which lead to the policy violation, the unsupportive environment she experienced while at the Orion Center, and the lack of safety she experienced at YouthCare.

At first, management was not receptive to her concerns and continued to pursue disciplinary action. Jerrica continued to push back and filed a formal grievance. When facing discrimination, it is easy to feel defeated. Jerrica found strength in the solidarity of our Union, and ultimately, she won. YouthCare agreed to provide sensitivity training to the whole agency, and Jerrica was offered a different position which better suits her needs with no loss of pay.

We're Protected Against Unjust Terminations

Because we're Union, we're protected by the seven tests of Just Cause (after our 90-day probationary period). This means that to discipline or terminate us, management must:

1. Warn us in advance of a rule.
2. Rules must be reasonable.
3. Management must conduct an investigation.
4. The investigation must be fair and thorough.
5. The investigation must produce evidence of wrongdoing.
6. Everyone must be treated the same, the rule applied the same to everyone.
7. The discipline must be proportionate to the violation.

*Some violations are egregious enough to get terminated the first time around, like if we're abusive to a client or steal money from YouthCare.

This on-call worker was terminated without sufficient evidence to warrant termination, and without giving the worker an opportunity to improve their performance through additional training. This worker was restored to their position with back pay for all hours of work missed as a result of this decision. Because they chose to file a grievance when they knew their termination was unfair, this worker got their job back.

Questions? Contact your Union Representative, Phoebe Feldsher, at phoebe@opeiu8.org.



OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8

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