

Union ★
Update

OPEIU
Local



For Local 8 Members at Friends of Youth

May 22, 2024

Busting Management Myths – ‘We Can’t Because of The Union’

We know that shortly after our successful election, management stopped allowing full-time staff to move into casual/relief positions. Some of us have been told that this decision is ‘because of the Union’ – which is *not true*. In fact, our representatives are advocating that management continue to allow full-time staff to become relief staff like they have in the past.

We’re also starting to hear that we won’t be getting increases ‘because of the Union’. By law, management should continue their past practice around raises until we negotiate something else. For example, if every year before we received a \$1 increase Jan 1, that should continue to happen until we negotiate something else.

We are the union. We organized and we won our election to make our working conditions better and to have more of a voice on the job. There is no union without us.

New Roads Closure

We’re saddened that New Roads lost funding, and the program will close at the end of June. Before we unionized, what happened as the result of this closure was totally up to management. Now, because we have unionized, management must reach agreement with us around severance, other job opportunities at Friends of Youth, and rehire eligibility.

Representatives from New Roads staff are working with OPEIU staff to negotiate over the impact of this closure. Our priority is to ensure a smooth transition for our clients, and that staff who want to stay on at Friends of Youth have a fair opportunity to do so.

Meet Our Bargaining Team

Negotiating a contract is a representative process. Our team is made up of us - our coworkers and our fellow union members. They represent our interests when speaking to management, so it is important we get representation from each program and a wide range of jobs. While we all get to vote on our final contract, our bargaining team works directly with Union staff to create our proposals and reach agreement with management. Our bargaining team speaks directly to management about our experiences, the rationale behind our proposals, and, with our input, makes decisions about our priorities.

Winning a good contract takes all of us, not just the bargaining team. Keep a look out for how to support our team throughout negotiations so that we can win a great contract!

Our Team: Bret Stern, Substance Use Disorder Counselor; Julia Smith, Youth Specialist; Leslie Beckman, Housing Case Manager; Jenny Beuhler, Employment Case Manager; Rachel Shinabarger, Youth Specialist; Eric Tilton, Youth Specialist; Tahni Nikitins, Relief Youth Specialist; KayLee Hunt, Therapist.

We still need representatives from Admin and the former RTS department! If you are interested or want to nominate a co-worker, contact a Union Representative Phoebe Feldsher - contact information below.

Questions? Contact Union Representative Phoebe Feldsher at phoebe@opeiu8.org or 206-441-8880 ext. 119.



OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8

1-800-600-2433 or 206-441-8880 ★ Fax: 206-441-0207 ★ www.opeiu8.org

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