

Union ★  
Update

OPEIU  
Local



*For Local 8 Members at Plymouth Housing*

April 30, 2024

## **Plymouth Safety Committee is Resuming**

Meetings will be on the **Third Thursday of the month from 11 am to noon**. Our first meeting will be **Thursday, May 16<sup>th</sup>**. We are seeking Four (4) Union Members to attend these monthly meetings. If you would like to be on this committee, or have any questions, please contact Union Representative Shelby Mooney at [shelby@opeiu8.org](mailto:shelby@opeiu8.org). Please let Shelby know you want to serve on this Committee by **Wednesday, May 8**. If we have more volunteers than spots, we will hold an online election.

***Section 22.5 SAFETY COMMITTEE.** The Safety Committee will fulfill the responsibilities of workplace safety committees as determined by applicable laws and regulations. The Safety Committee will promote agency wide efforts to support the health and safety of clients and employees through review, improvement and development of safety policies and procedures. The Safety Committee will meet once monthly for up to ninety minutes. Participation by committee members in the meetings will be considered time worked.*

*A Safety Committee shall consist of an equal number of Employer and Union employee representatives. Employees representing bargaining unit employees can self-nominate to serve on the Committee and an election will be held. If there is an employee-elected member vacancy, a new member must be elected prior to the next scheduled meeting.*

**Labor Management Meeting Report Back for March Meeting**

Labor Management Union Committee members **Barry Harkins, Allen Link, Robert Pope, Byram Simpson**, and Union Representative **Shelby Mooney** attended the March Meeting.

Topics discussed are items that were brought forth by Union Members to be put on the agenda, and we are providing in this update some of the key issues raised at the meeting.

Union contract **Section 4.5 OBSERVATION OF BOARD MEETINGS**. *The Employer will offer a representative designated by the Union the opportunity to attend up to four (4) pre-determined Board meetings annually.* It was reported that Plymouth has not been having board meetings, but HR will get us the dates and times of the four meetings we can observe, and then we will be seeking a Union member to attend these meetings. Stay tuned!

Looking into whether On-calls can participate in the 403b. HR will look into this issue.

**Safety Committee** - HR reported they have not met since early 2023. The Union informed management this is a violation of a Labor and Industries requirement of monthly meetings. HR reported that Plymouth doesn't have adequate safety staff to hold the meetings, but now they have hired a Safety Director, and the Safety manager will start in April. The Union requested to meet with the new Safety Director to get these meetings scheduled.

**Environmental Health, Maintenance & PPE** - how can we foster better communication to protect employees' safety and wellbeing. Management mentioned a safety video about chemicals/fentanyl that has been shared with the directors to be shared with their employees. Plymouth will be purchasing recommended N-100 and P-100 masks.

**Housing Case Manager's Concerns** - discussion around caseloads, and management will have *Mike Markulec* pull the date on Case Manager caseloads and report back. It was also reported that One Team Phase II, Plymouth will be looking at case management.

The Union raised concerns that managers' oversight of HCM do not have the Case Management Experience. HR believes this will probably get addressed with the new L&D department but will take a while to develop because it is a new team.

Proper training of new HCM and probationary review – The Union reported that HCM are not getting the training they are needing and unsure of their duties, and they are needing regular reviews during their probationary period so they know how they are doing.

**Section 15.8 WORKLOAD.** *The Employer and Union share the value of maintaining workloads at a level consistent with providing quality services and maintaining employee well-being. If an employee experiences an increase in workload of at least fifty percent (50%) due to vacant position(s), within the same job classification in their building that continues for at least ten (10) consecutive working days, the employee may request a meeting between the Human Resources director or designee and the employee, they will meet within ten (10) days of the meeting request to discuss workload and a possible wage differential of fifty cents (\$0.50) per hour, if the increase in workload cannot be alleviated through other means. If granted, the differential will be implemented effective the date the meeting was requested until the position is filled.*

LMC reviewed Contract Language for Procedure to Access Workload Differential

**Timecards** – It was reported that managers are changing timecards. ADP maybe making automatic adjustments within the seven minutes of a fifteen-minute period. Management believed only to ensure workers are being paid for all hours worked.

**Security Cameras** – When should the video be reviewed? Why do some buildings have cameras in the HCM offices? Footage should only be reviewed in regard to incidents and not monitoring Plymouth Workers.

The Next LMC Meeting will be held **Tuesday, May 14, 11 am - 12:30 pm.**

If you have agenda items, please email them to Shelby by noon, **Tuesday, May 7<sup>th</sup>.**

**Plymouth Shop Stewards- Allen Link, Robert Pope, Perlie Roche, and Byram Simpson.** If you are interested in becoming a Union Shop Steward or want to learn more about their role at Plymouth, contact a steward or Union Representative Shelby to learn more.

[Local 8 Calendar/Upcoming Events](#)

Contact Union Rep Shelby Mooney, [shelby@opeiu8.org](mailto:shelby@opeiu8.org), 206-441-8880 ext. 117 with any questions.



**OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8**

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