

Union ★
Update

OPEIU
Local



For Local 8 Members at YouthCare

May 22, 2024

Our Union Does Not Tolerate Harassment

Recently, we've heard rumors that our Union prevented the timely termination of an employee who was harassing other staff and clients. While every Union member is afforded the same just cause protections and the same due process rights, our Union stands firmly against discrimination or harassment of any kind.

Not only does our Union Contract reflect that commitment in Article 15 Non-Discrimination, which includes sections about Anti-Discrimination, Respect, and Race Equity, but OPEIU Local 8 has adopted a Code of Conduct (copied below) which we expect all members who attend our meetings to adhere to. Fundamental to our Union is the commitment to uplift all workers, which can not be done while there is discrimination or harassment of any kind.

We've heard that there is the impression our Union protected this staff person, which is not true. The member did not approach our Union Representative, nor did the impacted staff until after the employee was terminated. Now, we're working together to meet with management to express how this situation made us feel, and what we need to see done in the future. As a result of management's inaction, our safety and our client's safety were put in jeopardy. This is unacceptable. We are our Union, and we value the safety of our staff and clients.

If you are being harassed or know someone who is experiencing harassment, call our Union Representative Phoebe Feldsher to discuss your options. We understand that this is a sensitive topic, so you can also reach out to a Shop Steward who you know if that is more comfortable. Both our Union Representative and Shop Stewards will keep

your conversation confidential unless you give express permission to move forward. Resolution could mean a conversation, filing a grievance, or seeking help from an outside agency. Whatever path you choose, you do not have to walk it alone.

A quote from Taylor Pioli-Oster, Family Engagement Case Manager:

“As front-line service providers, it is our job to advocate for the safety and wellbeing of our clients. When those who are supposed to protect us fail to do so, we stand up and demand better. Let’s use our power as a Union to advocate for improved processes and accountability so that our clients, and we, are never put in harm’s way like this again.”

OPEIU Local 8 AFL-CIO Code of Conduct

Dignity and respect are fundamental values at OPEIU Local 8. We value diversity and support people of all backgrounds and identities. Our aim is to uphold the ideals of equity and equality. It is our intent to encourage informed, impassioned discussion while creating a brave, welcoming and accessible environment. We ask you to be inclusive, be considerate, and be respectful.

- No one knows everything, together we know a lot
- Share space when speaking
- This is a learning environment
- We can’t be articulate all the time
- Speak from your own experience
- Be aware of your power and privilege
- Recognize intent and take ownership of impact
- Find strength in our solidarity

We will not tolerate discrimination and harassment. We have adopted this Code of Conduct and expect everyone to abide by it. Please embrace these values in your conduct and language during this meeting. Harassment – in any form – has no place here.

OPEIU takes complaints seriously and may, at its discretion, take action that it deems appropriate after assessing the situation. Retaliation will not be tolerated and, if it occurs, will be dealt with accordingly.

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



OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8

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