

Union ★
Update

OPEIU
Local



For Local 8 Members at Plymouth Housing

June 18, 2024

Union Request to Bargain Over Health Care Plan Changes

Recently the Union learned that Plymouth Housing enacted changes to the 2023/2024 coverage year, because the Kaiser Permanente premiums had increased. In the previous plan years, the plan covered your first 4 office visits at 100% with your co-pay. The Union has learned, in order to offset increases in premiums, Plymouth chose to stop covering those first four visits in the plan year at 100%. The Union was not notified of their intent to change your health care plan prior to implementing the change, and OPEIU Local 8 members at Plymouth have incurred unexpected costs as a result of their decision. Since learning about this change in your health care plan, the Union has requested to Bargain over the impact and implementation of this change and any other changes that they may have made to your Health Care coverage for 2023/2024.

Bargaining Team Members Needed

We are looking for 6 members to sit on the Bargaining Team to represent Union members in negotiations, along with a Union Representative who will serve as the lead negotiator. Bargaining sessions are typically scheduled during regular business hours and are considered paid work time. **Please let Shelby know if you want to serve on the Bargaining Team by Monday, June 24th.** If we have more volunteers than spots, we will hold an online election.

Labor Management Committee Meeting Updates

OPEIU Local 8 representative and members on the committee: Shelby Mooney (Union Rep), Robert Pope (member), Allen Link (member), Barry Harkin (member).

LMC met on 5/21/24 and discussed the following

- Pilot program for food distribution at 5 buildings, and the impact of this on RS shift duties and staffing. Discussed the necessity of providing double coverage on all RS shifts to provide for excellent client service as well as staff safety
- Flexible Scheduling we discussed the definition of 'advanced notice' we have not resolved this definition, and we will continue to discuss this further,

Section 12.5 When consistent with the job responsibilities and business needs, and approved in advance in writing by the employee's supervisor, an Employee's schedule may be flexed within a workweek to allow for variations in work, scheduling longer hours on a work day and shorter hours on another work day to keep that work week's hours to a maximum of 40 hours, or changing scheduled days off in advance of the work week. Flexed schedules do not result in Report Pay.

- Whose responsibility is it to find shift coverage? Right now, other than when the Night manager is on duty, the responsibility for finding coverage falls to RS staff already on site. We assert that finding coverage is a supervisory responsibility. We will continue to work on this issue.
- Discussed need for new trainings related to multi-person households (couples and people with children). Learning and Development team is working on scheduling these trainings, including but not limited to domestic violence training and clarifying mandated reporting roles and responsibilities. Plymouth states they are developing new trainings.

Please reach out to your stewards or Union Representatives with potential agenda items for the next meeting.

Labor Management Vacancy

There is currently a vacancy on the Labor Management Committee. If you are interested in joining, please contact your Union Representative. Meetings occur every 2 months, typically on a Tuesday, and are considered paid work time. The next meeting is scheduled for **Tuesday, July 9 at 11 am - 12:30 pm.**

Safety Committee Update

The Safety Committee met for the first time on **Thursday, May 17th**. The Safety Committee consists of 5 Union Members and 5 members of Plymouth leadership. The Committee meets monthly on the **3rd Thursday**. The next meeting is on **Thursday, June 20**. Our Union Safety Committee Members: **Courtney French, Greg Lewis, Allen Link, Pearl Roche, and Toi Sellers-Wilson**. If you have a safety concern you want addressed at the meeting, please reach out to a Safety Committee or your Union Representative.

Want to Get More Involved? Become a Union Shop Steward

Union Stewards are OPEIU 8 members who volunteer to take a Union leadership role in the workplace. They answer questions about the Union contract and represent members in Weingarten meetings.

You have the right to have a Union Representative and/or Shop Steward present in any meeting you reasonably believe could lead to discipline. If you're asked to attend such a meeting, called a Weingarten meeting, reach out to your Reps and Stewards.

If you are interested in becoming a steward or learning more about being a steward, contact your Union Representative.

Plymouth Shop Stewards – **Allen Link** - Maintenance Technician, **Robert Pope** - Residential Specialist and **Pearl Roche** - Housing Case Manager

Additional Union Representative assigned to Plymouth.

Union Representatives Conor Meara and Shelby Mooney will share covering the Bargaining Unit needs at Plymouth.

Conor Meara:

Facilities (maintenance techs, janitors, facilitators), Tenant Support Aides, On-call Residential Specialist, Simons Administrative staff (rental office, payee, portfolio coordinator), Scargo Lewiston, Simons Senior Apartments and Toft Terrace.

Shelby Mooney:

Almquist Place, Kristin Benson Place, Bertha Pitts Campbell Place, Blake House, Plymouth Crossing, Plymouth on First Hill, Humphrey House, Sylvia Odom Jr Place, Plymouth Place, Plymouth on Stewart and Williams.

[OPEIU Local 8 Upcoming Events](#)

Questions? Contact Union Representatives Conor Meara, conor@opeiu8.org – 206-441-8880, ext. 130, and Shelby Mooney, shelby@opeiu8.org – 206-441-8880, ext. 117.



OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8

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