

**Union** ★  
**Update**

**OPEIU**  
Local



*For Local 8 Members at YouthCare*

June 14, 2024

## **Labor Management Committee (LMC) – What Is It and Why Is It Important?**

Labor-Management Committee (LMC) is a regularly scheduled forum for employers and unionized employees to work together to solve problems and improve the workplace. We can foster better communication and improve working conditions through our LMC.

Article 21 of our contract contains the details about our committee. We have up to six representatives – our colleagues and fellow union members – on our team. Management can have up to the same amount. At these quarterly meetings, we discuss urgent matters impacting working conditions, ongoing issues, or re-negotiate sections of our contract if both the employer and our Union agree.

For example, the COVID-19 pandemic impacted working conditions. We were negotiating our first contract during COVID, but at other workplaces with active LMCs our union negotiated issues like vaccinations, masking policies, and remote work. At YouthCare, we noticed shortly after our contract was official that our Inclement Weather language is challenging to administer. We agreed to re-negotiate this part of our contract for the benefit of both parties.

Unions are a great example of representative democracy – our LMC team represents our interests when we meet with management. If you're having an issue, ask an LMC representative or our Union Representative Phoebe if they can bring it to LMC. Neither Phoebe nor our LMC representatives will disclose your name to management without

your express permission, so it is safe to bring things to either Phoebe or an LMC member.

**Do you have an agenda item you'd like our team to address? Email Phoebe by Tuesday June 18 to have it included at our next LMC on June 20 from 2 - 3:30 pm.**

Read more about LMC in Article 21 of our contract on page 36!

### **Our LMC team:**

Aaron Shay, Community Street Outreach Worker & Shop Steward; Dorothy Pierce, Program Coordinator, GED & Shop Steward; Taylor Poli-Oster, Family Engagement Case Manager; Mary Mulugetta, Student Resource Navigator; Claudia Esplugas, Housing Navigator; Mayra Alamo, Engagement Specialist.

Interested in being on LMC? Reach out to Phoebe. As we know, there is frequent turnover in this work, and having alternates for vacancies is important.

### **Internal Hiring – Contract Review**

When we created our first contract, our bargaining team fought for our professional growth by including language about internal promotions/hiring. Section 5.1(c) Internal Hiring states that:

- a) YouthCare will interview all internal applicants who apply during the first seven (7) days a job is posted, have completed their first 90 days of employment, and who meet the minimum qualifications for the job **before** interviewing external applicants.
- b) If an internal candidate is not selected, management will notify them **in writing** of the decision and **the reason they were not selected.**
- c) If skill and ability are substantially equal, the qualified internal applicant will be given preference to the external applicant.

It is important to remember that this section applies only to jobs within the bargaining unit. If you apply for a managerial job or a position outside the union, this language does not apply.

Have you or someone you know been passed over for an external candidate without knowing why? That's a violation of our contract! Contact Phoebe as soon as possible, because we must file grievances (formal complaints of contract violations) within 14 calendar days of the event.

## Office Hours with Phoebe!

Our Union Representative Phoebe will be holding office hours at the Orion Center employee break room from 11 am - 2:30 pm on Friday, June 28. Come by to say hello, introduce yourself, ask a question or bring up an issue. Phoebe will bring pizza, union swag, copies of our CBA, and their listening ears!

**Questions? Contact your Union Representative, Phoebe Feldsher, at [phoebe@opeiu8.org](mailto:phoebe@opeiu8.org).**



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

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