

Union ★
Update

OPEIU
Local



For Local 8 Members at Friends of Youth

September 9, 2024

Why We Organized & How We Show Our Strength

February of 2024, we elected to become a union because we want to retain good workers, for our concerns to be taken seriously and addressed, and to have a voice on the job. We want to push back against unfair decisions without fear of losing our jobs. We are ready to start negotiating our first contract, giving us the opportunity to achieve all this and more.

If you've been recently hired and are wondering what led us to form a union, reach out to our bargaining team or chat with your coworkers! The same desire for fairness and equity that drew us to this work drove us to organize. Our voices and our work are valuable. We're tired of seeing people leave so quickly for jobs with higher pay and better run programs. We can't stand by and watch our peers be exploited and under supported. When we spoke up in the past, we were ignored. Now, management has to listen to us.

We are fighting for a compensation package (wages and healthcare) which will allow us to keep experienced, competent staff and live comfortable lives. We are fighting for a fair and transparent disciplinary process. We are fighting for the ability to hold our management accountable to Friends of Youth's values.

What's Next

Through “collective bargaining” a representative group of our coworkers will negotiate over our working conditions (pay, vacation, disciplinary process, etc.) with our employer. The goal is to reach a comprehensive document known as a “Collective Bargaining Agreement” (CBA) or “Contract” that outlines our benefits, protections, rights, which our employer is accountable to. Before our contract becomes active, we have an opportunity to vote to accept or reject it.

Our first 5 bargaining sessions are scheduled for: September 13, 2024; September 20, 2024, September 27, 2024, October 10, 2024, and October 25, 2025. We’ll send updates after each session to update you on our progress. Our bargaining team is hard at work drafting our first proposals. We will present these proposals to Friends of Youth at our first bargaining session on September 13, 2024.

Time Keeping Changes – Demand to Bargain

Friends of Youth recently announced changes to the timekeeping policy for hourly workers requiring employees to use an application to clock in and out for their shifts. This is a change in our working conditions, so management must meet with us to discuss its impact.

While a time-stamped clock in/out system can be positive by ensuring staff are paid appropriately for all hours worked including overtime, we have concerns about how this will impact on us. For example, how do we clock in for shifts that begin off site, how will we make corrections, and which, if any, staff will have the ability to edit their own timecards.

Just like our full contract negotiations, we’ll continue to send updates on our progress.

Get Involved!

Do you feel passionate about our effort to get a fair first contract fast? Or maybe you’re curious and want more information. Reach out to a member of our bargaining team or our Union Representatives. If you’re interested in volunteering to be a part of a Contract Action Team to help keep your coworkers informed of updates and actions to support our team, please let our Union Representative Phoebe know at phoebe@opeiu8.org.

Our Bargaining Team:

Anna De Long, Youth Specialist, Youth Haven

Leslie Beckman, Housing Case Manager, Housing Youth Services

Jenny Beuhler, Employment Case Manager, Homeless Youth Services

Tahni Nikitins, Relief Youth Specialist

Beckett Weeks, Therapist/Intern Supervisor

Rinn Kleinman, Youth Specialist, Willows

You can learn more about OPEIU Local 8 and access all Friends of Youth updates and information at our [website](#).

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



OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8

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