

Union ★
Update

OPEIU
Local



for OPEIU Local 8 Members at Northwest Justice Project

Tentative Agreement Reached with NJP – Important Update!

We are pleased to announce that our Union Bargaining Team has reached a Tentative Agreement (linked [here](#)) with management.

Here are the key details of the Agreement:

- **Contract Extension:** The current contract will be extended by 7 months, moving the expiration from November 30th, 2024, to **July 1st, 2025**. This means we will resume full contract negotiations in April of next year.
- **Wage Increase:** There will be an across-the-board wage increase of **\$7,000/year** for each employee, retroactive to **July 1, 2024**. On average, this equates to a 7.5% increase but depending on your position and step, it will technically result in a **5% - 14%** increase (see proposed pay scales [here](#) and [here](#)).

Our Approach to Bargaining:

- We aimed to secure **living wages** and bring compensation better in line with **market comparisons**.
- We recognized the need to **make up for ground lost to inflation** since our COLA increases hadn't kept pace over the past three years.
- We applied an **equity lens**, prioritizing increases for members on lower salary scales by structuring the wage increase as a **lump sum**, which provides a greater percentage increase to those earning less.
- We believe we have successfully achieved these goals and set ourselves in a good position to bargain the entire contract next year. **Our Bargaining Team recommends a "yes" vote** on this agreement!

Membership Meetings:

We will hold two membership meetings via zoom to walk through the Tentative Agreement (please plan to attend either meeting during a lunch break or after

work):

Tuesday, September 17th at 12 pm (noon)

Tuesday, September 17th at 5 pm

We will use the same Zoom Link for each meeting above:

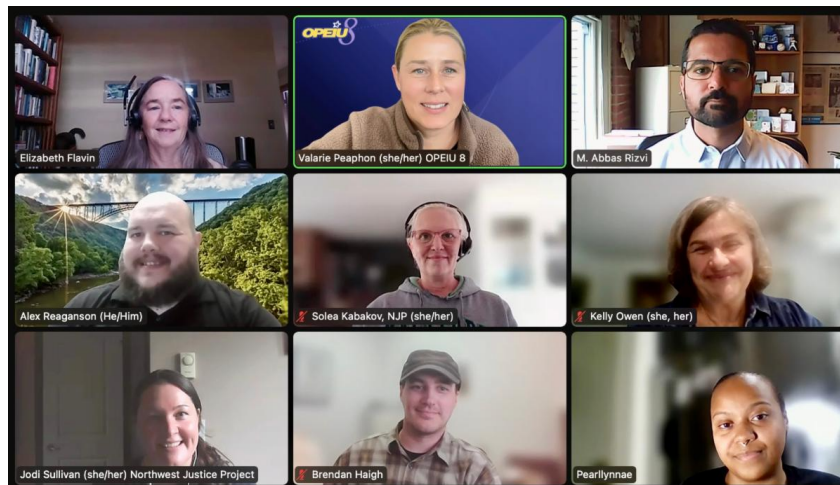
[https://us02web.zoom.us/j/2505066115?
pwd=eSt2RVVIMDRYUEJBaTF4ckFKUHZBdz09&omn=82938722236](https://us02web.zoom.us/j/2505066115?pwd=eSt2RVVIMDRYUEJBaTF4ckFKUHZBdz09&omn=82938722236)

Meeting ID: 250 506 6115

Passcode: 9832543288

Vote!

You can cast your ballot up until 4pm on Thursday, September 19th. Vote [here](#).



Union Bargaining Team (listed top to bottom and left to right)

Elizabeth Flavin, Valarie Peaphon, M. Abbas Rizvi, Alex Reaganson, Solea Kabakov, Kelly Owen, Jodi Sullivan, Brendan Haigh, and Pearl-Lynnae Smith (not pictured: Meredith Grigg and Matt Woods)

Questions? Contact Valarie Peaphon, Union Representative,
[**valarie@opeiu8.org**](mailto:valarie@opeiu8.org)

Visit our website



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