

Union 
Update

OPEIU
Local 

for OPEIU Local 8 Members at Northwest Justice Project

Vote by 4pm Today!

Vote [here](#).

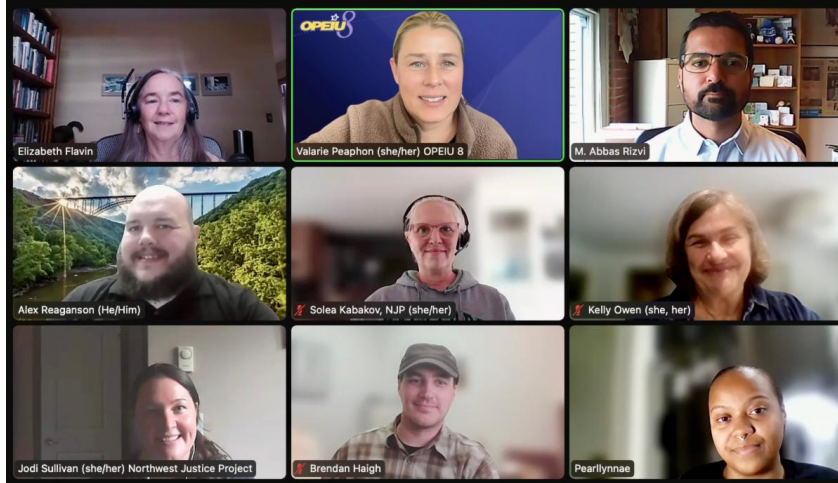
We are pleased to announce that our Union Bargaining Team has reached a Tentative Agreement (linked [here](#)) with management.

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!



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

Visit our website



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