



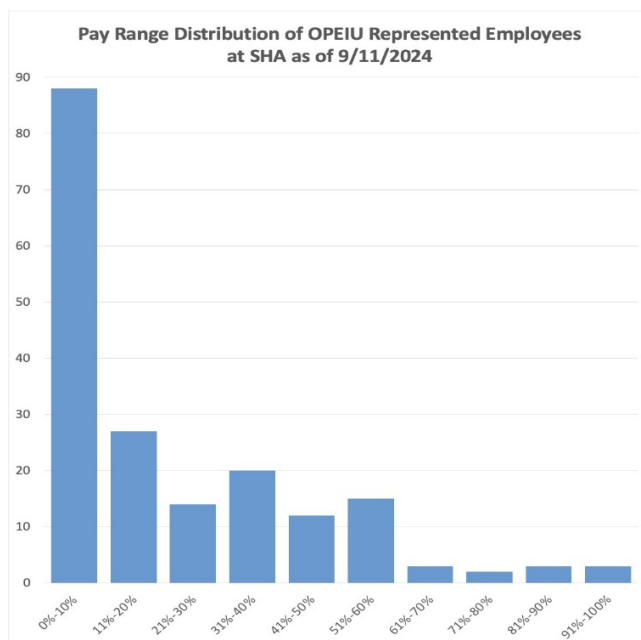
For Local 8 Members at Seattle Housing Authority

October 17, 2024

Union Update

On Wednesday, October 16th we met with management and presented a revamped compensation package that provides a transparent, predictable, and consistent path to move through our wage scale.

The current system is broken! Over 80% of our members are stacked below the midpoint of their pay range. This is unsustainable for employees and families, and drives turn over which has a dramatic impact on both workers and the residents we serve.



Percentage into Pay Range	Number of Employees
0%-10%	88
11%-20%	27
21%-30%	14
31%-40%	20
41%-50%	12
51%-60%	15
61%-70%	3
71%-80%	2
81%-90%	3
91%-100%	3

Right after we presented our compensation proposal, a small group delivered our letter [Petition](#)—signed by over 160 of us—to SHA Executive Director Rod Brandon in a powerful demonstration of our determination and unity.



Pictured left to right: Toni Elston, Richard Figiniski, Mary Armstrong, Eli Waldman, Jana Gibson, Kristina Alford

For too long, employees at SHA have had to rely on only a COLA for a wage increase and it's taken a toll on our professional and personal wellness. Our compensation must reflect the realities of living in Washington state, the growing demand for our labor, and the challenging nature of the work we do.



As Eli Waldman, one of our Shop Stewards and Bargaining Team Members, put it:
“If we are going to have a pay scale, we should have a pay scale. A pay scale is not real in any meaningful way if almost none of us are actually moving through it.”

Membership Meeting

We need to keep this momentum going! Join us during your lunch break to discuss the next steps in negotiations. Your voice is crucial as we continue this fight for fair compensation and a sustainable future for our members.

- **Date & Time:** 12 PM on Wednesday, October 30th
- **Location:** Tahoma Conference Room, Central Office (pizza will be provided!)

**Questions, Comments, Concerns, or Ideas? Contact Your OPEIU
Local 8 Union Representative, Valarie Peaphon,
at Valarie@opeiu8.org.**



OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8

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