

Union ★
Update

OPEIU
Local



For Local 8 Members at Franke Tobey James

January 8, 2025

UNION RATIFICATION VOTE

Your Bargaining Team – Jackie Kekona, Alissha Navarro, Tyler Rogers, Holly Elton, and Vivenne Campbell – has reached a tentative agreement for a new three-year agreement with Franke Tobey Jones.

The members at FTJ made their bargaining goal very clear to the bargaining team – fair wage increases

Here's what we got:

- Effective **1/1/2025** – All employees and the wage scale will be increased by **3%**. Should any other non-union, non-managerial staff receive a greater increase, that increase will be provided to all bargaining unit employees.
- All employees employed as of 12/31/24 will receive a ratification bonus of \$500.
- Effective **1/1/2026**, the wage scale will be increased by a minimum of **3.5%** and employees' hourly rate of pay will be increased by a minimum of 3.5%. Should any other non-union, non-managerial staff receive a greater increase, that increase will be provided to all bargaining unit employees.
- Effective **1/1/2027**, the wage scale will be increased by a minimum of 4% and employees' hourly rate of pay will be increased by a minimum of **4%**. Should any other non-union, non-managerial staff receive a greater increase, that increase will be provided to all bargaining unit employees.
- Clarify the rights of probationary employees under the contract
- Work on Thanksgiving Day and Christmas Day paid at time and one half in addition to receiving holiday pay

- Bereavement leave extended to the loss of a child that the employee would be qualified for prenatal or postnatal medical or bonding leave
- Fixed the timeframes in the grievance procedure to ensure timely process of grievances and responses from employer
- Night shift differential increased to \$1.00 per hour worked.

The bargaining team recommends that you vote YES on the tentative agreement!
(The full tentative agreement will be sent to your personal email address and will be available at the voting).

Voting times and location:

Voting Date -	January 13, 2025
Voting Location -	Skilled Nursing Conference Room
Voting Times -	1pm – 3pm 9pm – 10:30pm

If you are unable to vote in person, you can vote by designating a Proxy by writing a statement identifying a co-worker to vote on your behalf. (Do not write on the statement how you want your proxy to vote).

If you have any questions, please contact Union Representative, Leslie Liddle at leslie@opeiu8.org or 206 441-8880 ext. 108



OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8

1-800-600-2433 or 206-441-8880 ★ Fax: 206-441-0207 ★ www.opeiu8.org

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