

Union ★  
Update

OPEIU  
Local



*For Local 8 Members at Seattle Housing Authority*

December 31, 2024

## TENTATIVE AGREEMENT REACHED—Your Vote Matters!

We are happy to announce that after months of hard work and dedication, our Bargaining Team reached a **Tentative Agreement (TA)** with the Seattle Housing Authority (SHA) on December 30th! This agreement represents significant progress and the team unanimously recommends a **YES** vote.

### HIGHLIGHTS OF THE TENTATIVE AGREEMENT

- **1-Year Contract:** This shorter duration allows SHA to complete a comprehensive market compensation study by July 1, 2025, so wage bargaining can resume in August 2025.
- **Wage Increases:**
  - 1% increase for employees below the midpoint of their pay range, retroactive to the first payroll of 2025.
  - 5% increase for all employees (this will be applied to the minimum of all wage scales), retroactive to the first payroll of 2025.
- **Performance Evaluation (PE) Enhancements:** Reduced score thresholds make benefits more attainable, with increased pay/merit leave opportunities.
- **Multilingual Pay Premium:** \$1,800 annually for fluency in one of 15 approved languages, applied automatically to payroll for eligible employees to remove administrative burden.

- **Flexible Scheduling:** Option for flex time now available for compressed schedules during holiday weeks.
- **Higher Classification Pay:** Reduced qualification time to receive higher classification pay from two days to one.
- **Transfer Flexibility:** Employees in their 6-month probationary period can now apply for transfers without having to obtain special approval.
- **Annual Leave Cash-Outs:** Maintained ability to cash out annual leave in future years.
- **Workplace Equity:** Secured protections for religious accommodations, lactation, and restroom equity.
- **Inclusive Language:** Updated contract language to be more gender-neutral.

You can review the full language of the Tentative Agreement here: [TA Link](#)

#### **MEMBERSHIP MEETINGS AND VOTING INFORMATION**

We'll hold both virtual and in-person meetings to explain the TA, answer your questions, and provide voting instructions. Please attend during your lunch break or after work:

##### **Virtual Meetings:**

**Tuesday, January 7th at 12 PM**

**Tuesday, January 7th at 5 PM**

Zoom Meeting Link:

<https://us02web.zoom.us/j/2505066115?pwd=eSt2RVVIMDRYUEJBaTF4ckFKUHZBdz09&omn=88410881433>

Call-In Number: 1(253) 215-8782

Meeting ID: 250 506 6115

Passcode: 9832543288

##### **In-Person Meeting:**

**Wednesday, January 8th at 12 PM**

Location: Central Office (Tahoma Conference Room)

**VOTING INSTRUCTIONS:**

Only dues-paying OPEIU Local 8 members can vote. If you haven't signed your membership card yet, you can do so here: [Membership Card](#)

Voting is open now until 1 PM on Wednesday, January 8<sup>th</sup> through the following link: [VOTING LINK](#)



**NEXT STEPS**

If the Tentative Agreement is ratified, it will proceed to SHA's Board of Directors for final approval. Pay increases will likely take effect with the first paycheck in February.

**THANK YOU, BARGAINING TEAM!**

We owe a huge thank you to our Bargaining Team for their tireless work on this agreement:

- Tilo Calkins (Certification Specialist II)
- Toni Elston (Senior APM)
- Richard Figinski (Certification Specialist I)
- Jacob Fuhrman (Inspections Coordinator)
- Vernida Jackson (Buyer I)

Shannon Mains (APM)  
Deanna Montgomery (Utility Billing Specialist II)  
Sam Sina (Digital Equity Navigator)  
Eli Waldman (Customer Service Specialist II)  
Valarie Peaphon (OPEIU Director of Contract Negotiations)  
Byram Simpson (OPEIU Membership Support Representative)

This agreement is a testament to the strength of our collective voice. Thank you for your continued support and solidarity. Let's grow stronger together!

***Questions, Comments, Concerns, or Ideas? Contact Your OPEIU Local 8 Union Representative, Valarie Peaphon, at [Valarie@opeiu8.org](mailto:Valarie@opeiu8.org).***



**OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8**

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