

Union ★
Update

OPEIU
Local



For Local 8 Members at Consejo Counseling

June 3, 2025

Tentative Agreement Reached – Time to Vote!

We're happy to announce that our Union Bargaining Team has reached a Tentative Agreement (TA) with Consejo—and we're recommending a YES vote! We fought hard at the table and made real progress, securing meaningful improvements to our contract.

VOTE: You can cast your vote using this link: <https://www.surveymonkey.com/r/GZN6TVN>. Voting is open now and will close on Wednesday, June 11th at 6:30pm. If you'd like to hear more details before voting, join one of our upcoming info sessions!

Membership Meetings:

We'll be holding two informational Zoom sessions on **Wednesday, June 11th** to walk through the changes, answer your questions, and provide context behind the decisions and strategy (please plan to attend during your lunch break or after work):

- **11:30 a.m.**
- **5:30 p.m.**

Zoom Meeting Link (same link for both meetings):

<https://us02web.zoom.us/j/2505066115?pwd=eSt2RVVIMDRYUEJBaTF4ckFKUHZBdz09&omn=84280314823>

Meeting ID: 250 506 6115

Passcode: 9832543288



From left to right: Matt Hollifield, Justin Powers, Rosangela Potter, Adrian Juarez, and Michael Lott

Tentative Agreement Highlights (Link to full TA [here](#) -- new language is red and underlined and language to be removed is struck through):

- **\$500 multilingual bonus for employees who are fluent in a language other than English and use that language for client care** (paid annually on Dec 31st provided the employee has worked for 12 months)
- **Two new paid holidays: *Indigenous Peoples' Day* and *Juneteenth***
- **One additional personal holiday** (a “wellness day”)
- **Across-the-board wage increases**, retroactive to January 2025
 - **Jan 2025: 2%-5%** (based on years of service)
 - **Jan 2026: 4%**
 - **Jan 2027: 4%**
 - **Jan 2028: 4%**
- **Increased the minimum and maximum of all pay ranges**, creating more room for growth
- **Boosted automatic employer retirement contributions** (from 1% to 2%)
- **Annual license renewal fees will be reimbursed by Employer**
- **Dedicated daily admin hour built into the schedule**
- **Updated bereavement language** to include loss of a pregnancy
- **Added explicit language that employees must be paid for all hours worked** and won't be expected/allowed to work “off-the-clock”
- **Remote workers will be able to use a mobile timecard app for flexibility**
- **Commitment from Employer to provide all-gender restrooms where possible**
- **Commitment from Employer to use employees' chosen names**
- **Commitment from Employer to limit ICE access to valid, signed judicial warrants**
- **Seniority protected for up to 6 months during layoff**
- **Remote work 1 day per week available to SUD counselors and MH therapists** who meet productivity
- **Temp worker rules expanded** to help with staffing
- **Employees will be able to provide feedback on their supervisor** as part of the evaluation process
- **Gender-neutral language used throughout the contract**
- **4-year contract duration**

Please contact Valarie Peaphon at valarie@opeiu8.org or 206 441-8880 ext. 103 with any questions.



OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8

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