



Message to Local 8 members at Consejo

July 3, 2025

Contract Ratified – Retroactive Raises Coming!

We're excited to share that both the union membership and the Board at Consejo have officially ratified our new Union contract!

One of the wins in this agreement is the retroactive raises for 2025, which will be applied back to January of this year. The raise you receive will be based on your length of service as follows:

0–12 months (0–1 year): 2% increase

13–24 months (1–2 years): 3% increase

25–48 months (2–4 years): 4% increase

More than 48 months (4+ years): 5% increase

You can expect to see this reflected on your July 25th paycheck!

Other improvements to the contract include:

- 4% across-the-board wage increases in January of 2026, 2027, and 2028
- \$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”)
- 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
- Remote workers will be able to use a mobile timecard app for flexibility
- Remote work 1 day per week available to SUD counselors and MH therapists who meet productivity

We're proud of what we accomplished together through strong collective bargaining and solidarity.

As soon as the new contract is produced and signed it will be distributed.

Questions? Contact your Union Representative, Valarie Peaphon, at valarie@opeiu8.org or (206) 441-8880 ext. 103.



Office and Professional Employees International Union Local 8

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