

August 1, 2025



For OPEIU Local 8 members at NJP

TENTATIVE AGREEMENT REACHED: Time to Vote!

We're happy to announce that our Union Bargaining Team has reached a Tentative Agreement (TA) with NJP—and we're recommending a **YES** vote!

Our Bargaining Team included: Nate Christiansen, Elizabeth Flavin, Meredith Grigg, Brendan Haigh, Solea Kabakov, Kelly Owen, Alexander Reaganson, M. Abbas Rizvi, Pearl-Lynnae Smith, Matt Woods, and Valarie Peaphon

While we didn't secure everything we wanted, we fought hard at the table and made real progress, obtaining meaningful improvements to our contract that we are proud of.

Vote on TA

You can cast your vote using [this link](#). **Voting is open now and will close on Friday, August 8, at 9:00 a.m.** If you'd like to hear more details before voting, join our membership meeting next Thursday.

Membership Meeting/Info Session

We'll be holding an informational Zoom session at our regularly scheduled monthly membership meeting on **Thursday, August 7 at 5 p.m.** to walk through the changes, answer your questions, and provide context behind the decisions and strategy.

Zoom Meeting Link: <https://us02web.zoom.us/j/87803594466?pwd=QUZGR1NYWjEwRU5rdENMTmtCZS9xZz09>

Meeting ID: 878 0359 4466
Passcode: 9832543288

Tentative Agreement Highlights

([Link to full TA here](#) -- *new language is bolded and underlined and language to be removed is struck through*):

- Across-the-board wage increases
 - July 1, 2025: 4.25% (retroactive)
 - July 1, 2026: 2%-4% (based on CPI)
- Updated language to make it easier to qualify for relief time off, reducing the threshold of hours worked from 100 to 87 and making it in any consecutive two-week period rather than only during a pay period
- Increased law school loan payments by \$600 per year

- Increased retirement contributions by \$400 per year
- Secured new \$100 per month transit/commuting employer contribution to employees who commute to an NJP office at least 2 days per week
- Removed the Employer's ability to layoff out of order based on special qualifications or experience
- Updated bereavement language to include loss of a pregnancy
- Expanded the amount of time you have to take an alternative day off after working a holiday (from within the same or following pay period to within 90 calendar days)
- Commitment from Employer to provide paid leave for up to 90 days if employee is prevented from working due to arrest, detention, incarceration or temporary national expulsion by law enforcement based on citizenship or immigration status
- Commitment from Employer to provide all-gender restrooms where possible
- Commitment from Employer to respect gender, names, and pronouns and to provide transition support (when requested)
- Commitment from Employer that subsidiary will be subject to the terms of this contract
- LOU for EPU to help address workload and staffing
- 2-year contract duration

[View Tentative Agreement](#)

[Click here to VOTE](#)

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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