

OPEIU Local 8/ COMPASS HOUSING ALLIANCE
TENTATIVE AGREEMENT Proposal
DECEMBER 19, 2025

Compass Housing Alliance, hereinafter referred to as the “Employer” and Office and Professional Employees International Union Local No. 8, hereinafter referred to as the “Union” mutually agree to the following:

Section 13.1(a) ANNUAL WAGE INCREASE Effective the first full pay period following ratification, or January 1, **2026** whichever is later, employees below will receive a **three** percent (**3%**) wage increase.

Section 13.1(b) Effective the first full pay period following ratification or January 1, **2026** whichever is later, the following base rates of pay will be in effect:

	2025 Rate	2025 Rate Step 1	2026 Rate	2026 Rate Step 1
Housing Case Manager I	\$29.00	---	\$29.87	---
Housing Case Manager II	\$31.00	---	\$31.93	---
Program Assistant	\$25.11	\$24.50	\$25.86	\$25.24
Maintenance Tech	\$33.03	---	\$34.02	---