



OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, LOCAL 8
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COLLECTIVE BARGAINING AGREEMENT

BETWEEN

ROOTS

AND

**OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL
UNION LOCAL NO. 8, AFL-CIO**

FOR THE PERIOD OF

JULY 9, 2025 THROUGH DECEMBER 31, 2027

COLLECTIVE BARGAINING AGREEMENT
OPEIU LOCAL 8 – ROOTS

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COLLECTIVE BARGAINING AGREEMENT

ROOTS

THIS AGREEMENT is made and entered into at Seattle, Washington this 9th day of July 2025, by and between ROOTS, hereinafter referred to as the EMPLOYER and OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL NO. 8, AFL-CIO, hereinafter referred to as the UNION, for the purpose of fixing the minimum wage scale, schedule of hours, and general rules and regulations between the EMPLOYER and the UNION, and to clearly define mutual obligations between the parties hereto.

PREAMBLE

WHEREAS, the parties hereto desire to cooperate in establishing conditions which will tend to secure to the employees concerned a living wage and fair and reasonable conditions of employment, and to provide methods for fair and peaceful adjustment of all disputes which may arise between them, so as to secure uninterrupted operation of the Employer.

NOW THEREFORE, be it mutually agreed to as follows:

ARTICLE 1

RECOGNITION OF THE UNION

Section 1.1 CURRENT BARGAINING UNIT The Employer recognizes the Union as the sole and exclusive collective bargaining agent with respect to rates of pay, hours and all other terms and conditions of employment. The bargaining unit includes all full-time, regular part time, and on-call employees employed by the Employer excluding managers, confidential employees, and supervisors as defined in the National Labor Relations Act (NLRA).

Section 1.2(a) NEW JOB CLASSIFICATIONS The Employer shall notify the Union of any future job classifications(s) appropriate to the bargaining unit. It is not the Employer's policy to establish new job classifications outside of the bargaining unit for the purpose of excluding such employees from the bargaining unit.

Section 1.2(b) The Employer will notify the Union in writing when new job classifications that include work previously and/or currently performed by bargaining unit job classifications are created, when duties of bargaining unit job classifications are substantially changed and/or when duties of bargaining unit job classifications are transferred to non-bargaining unit positions. Such written notice will be provided to the Union within ninety (90) calendar days prior to the effective date of such new job classifications, change or transfer of the duties of currently represented job classifications. This notice shall include the proposed job title, job description, job duties, qualifications and pay range and will indicate whether the Employer believes the new classification is appropriate for inclusion in the OPEIU bargaining unit.

If the Union does not agree with the Employer's decision regarding whether to include the classification in the bargaining unit, the Union shall submit a written notice of objection within

fourteen (14) calendar days of being notified of the new classification. If requested, the parties shall then meet to discuss whether or not the new classification should be included in the bargaining unit. Should the parties be unable to agree as to whether newly created classification should be included in the bargaining unit, unless otherwise agreed, one recourse shall be to file an appropriate petition with the National Labor Relations Board.

ARTICLE 2

UNION SECURITY AND MEMBERSHIP

Section 2.1 UNION SECURITY AND MEMBERSHIP The Employer agrees that all employees covered under this Agreement shall, as a condition of employment, thirty-one (31) days from the effective date of this Agreement, become and remain members of the Union in good standing. Any employee who chooses to waive rights to participate as a Union member may satisfy the Union security obligation by payment to the Union of the equivalent of the periodic dues and initiation fees uniformly required of members or the periodic dues and initiation fees related to the Union's representational costs, fair share fees. If the employee is a member of a church or religious body whose bona fide religious tenets forbid said employee to be a member of a labor union, such employee shall pay an amount of money equivalent to the regular Union dues and initiation fees to a non-religious charity mutually agreed upon by the employee and the Union. The Union shall notify the Employer in writing that an employee has failed to satisfy the terms of this provision and shall provide the Employer with a copy of the final warning to the affected employee that the employee has not satisfied the obligations of this provision. In the event the employee fails or refuses to tender the amount on which they are delinquent within ten (10) calendar days of receipt by the Employer of such notice, the Employer shall discharge said employee. The aforementioned time periods may be extended by mutual agreement of the Employer and the Union.

Section 2.2(a) UNION SECURITY AND MEMBERSHIP-NEW HIRES The Employer further agrees that all new employees hired subsequent to the effective date of this Agreement shall, as a condition of employment, thirty-one (31) days from the date of employment become and remain members of the Union in good standing.

Section 2.2(b) DEDUCTION OF UNION DUES Upon receipt of written authorization of the employee, the Employer will make deductions each pay period from the pay of employees for regular Union dues, representation fees and initiation fees, as identified by the Union based upon a schedule provided by the Union and transfer that amount to the Union within fourteen (14) calendar days following each payroll. The Union dues shall be calculated as a percentage of the employee's compensated time during the pay period, so that employees shall not be required to go out of pocket to pay Union dues and the Employer shall not be required to collect Union dues from employees who have not earned compensation during the applicable pay period.

The Employer shall include the last name, first name, middle initial, employee ID number, gross earnings, hours worked, dues deducted, and initiation fees deducted when remitting dues to the Union.

Section 2.3 PRESENT CONDITIONS No present employee, who, prior to the date of this

Agreement, was receiving more than the rate of wages, aggregate PTO or any other enhanced benefit than designated in this Agreement, for the work in which the employee was engaged, shall suffer a reduction in such arrangement due to the application of this Agreement.

Section 2.4(a) UNION ACCESS The Union Representative shall be allowed admission to the Employer's premises covered by this Agreement at any reasonable time, for the purpose of investigating conditions relating to this Agreement. The Union shall make a reasonable effort to notify the Employer in advance for access by providing notice via email to the Employer's Human Resources representative or their designee at as soon as practical and where possible at provide notice 24 hours in advance. Access to the Employer's premises shall be subject to the same general rules applicable to other non-employees, including sign-in requirements where applicable, and shall not interfere with or disrupt client services or other normal operation of the facility. Union Representatives coming into contact with or possession of information about the Employer's clients shall keep all such information confidential.

Section 2.4(b) UNION NEW MEMBER ORIENTATION A Union Steward and/or Union Representative will be allowed to meet with new bargaining unit employees during their new employee orientation (NEO) for thirty (30) minutes on work time. If no NEO is scheduled within 30 days of hire, the Union Rep and/or Steward will be allowed thirty (30) minutes to meet with them on work time.

Section 2.4(c) NEW MEMBER PACKETS Upon hire, the Employer will provide all new employees a physical and digital OPEIU New Member Packet, which includes a copy of the Union Contract and Membership Application. The Union will provide these packets to the Employer.

Section 2.5 SHOP STEWARDS The Employer shall recognize the Union Steward as a duly accredited Union representative. The Steward, upon notifying their designated supervisor, and shall obtain approval to ensure adequate shelter coverage, may investigate all complaints. The Union will inform the Employer in writing of the names of all Stewards. The Union Steward will be allowed time off to attend investigatory and grievance meetings with the Employer. Participation by a Union Steward in these meetings will be paid and considered time worked.

Section 2.6 UNION COMMUNICATION The Union shall be allowed the use of designated bulletin board space, and work email for the purpose of posting Union notices relating to general Union activity and education.

ARTICLE 3

MANAGEMENT RIGHTS

Section 3.1 The Union recognizes the Employer's right and responsibility to manage its business, to operate in an efficient and economical manner, and to establish and enforce standards in order to provide continuous high quality guest care subject to this Agreement and the law. Except as limited by this Agreement and the applicable law, the Employer's rights include but are not limited to the right to:

- 1) Require standards of performance;

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- 2) Direct employees in the performance of their work;
- 3) Determine job assignments, location assignments, and working schedules;
- 4) Determine the personnel, materials and equipment to be used;
- 5) Implement improved or different operational methods and procedures;
- 6) Determine staffing requirements as necessary for guest care and safety;
- 7) Determine and make all staffing, facilities, and other decisions necessary to meet licensing and
- 8) insurance requirements;
- 9) Determine the kind and location of facilities;
- 10) Hire employees;
- 11) Maintain safety and order;
- 12) Determine when and how much overtime must be worked;
- 13) Determine the skills and abilities of its employees;
- 14) Discipline or discharge employees for just cause;
- 15) Lay off employees for lack of work;
- 16) Train and cross-train employees.

These rights are subject only to the written terms of this agreement, and any and all established rights of the Employer, the Union or the employees. The Employer recognizes its obligation to provide notice and opportunity to bargain with the Union over all mandatory subjects of bargaining before altering current conditions.

ARTICLE 4

HIRING AND TERMINATION

Section 4.1(a) JOB POSTING Notice of all job vacancies shall be emailed and posted on a designated bulletin board and emailed to all employees that is easily accessible to employees for a period of five (5) working days prior to posting externally. The Employer will interview all internal applicants who meet the minimum qualifications and submit applications within the five-day internal process for union jobs. If none are qualified, the Employer may then interview external candidates. An employee who applies for a position and is not selected for an interview or is selected for an interview and is not hired for the position will be notified, in writing, of the decision and the reason the employee was not selected by the hiring supervisor. The Employer is committed to helping employees in their career development and will give qualified, internal candidates preference.

Section 4.1(b) In employing new workers or replacing workers, the Employer will notify the Union stating what the work will consist of so the Union may make referrals of applicants. The Employer has the final decision as to who is hired.

Section 4.1(c) INTERNAL HIRING The Employer is committed to developing employees and to helping employees in their career development at ROOTS. The Employer will interview all internal applicants who apply during the internal posting period, have completed their introductory period, and who meet the minimum qualification for the Union job listed in the job description prior to interviewing outside external candidates. Candidates shall be hired at the Employer's discretion based on skill and ability and, if skill and ability are substantially equal, then qualified internal candidates will be given preference over external candidates. As between two internal candidates, whose qualifications are substantially equal in the opinion of the Employer seniority shall be the controlling factor. Qualified, internal candidates will be given hiring preference.

An employee hired to a classification that includes greater compensation will, at the minimum, receive a three percent (3%) wage increase (plus any length of service increases the employee is eligible for and) shall receive such pay rate immediately. All employees so hired shall be placed on the higher rated job for a trial period of ninety (90) days. In the event the employee does not successfully pass the trial period, such employee shall be given their former position without loss of FTE or former pay including contractual and step increases, provided their former position is still vacant. If the former position is not vacant, the employee shall be placed in a comparable position, if one is available, or shall be laid off.

Section 4.1(d) BRIDGE OF SERVICE To be eligible for bridge of service, an employee must have originally worked for at least twelve (12) consecutive months and resigned their employment with proper notice or were laid off and are eligible for rehire. If the employee is rehired within one (1) year, they will be credited for their previous time worked and placed on the appropriate wage scale step and be credited for the accrual rate of personal leave. The break in service shall not count towards an employee's seniority, except when the employee returns from lay off within one (1) year.

Section 4.1(e) TRANSFERS AND PROMOTIONS Transfers and promotions shall be made on the basis of seniority, qualifications and business reasons. In the event that two (2) or more employees have the same relative qualifications based on the needs of the position, preference shall be given to the employee with the greatest seniority. The Employer shall be the judge of employee qualifications. An employee who applies for a position and is not selected for an interview or is selected for an interview but is not hired for the position may contact the Hiring Manager and/or Human Resources to discuss why the employee was not selected and what skills the employee needs to be a successful applicant in the future. The Employer will notify all unsuccessful internal applicants within seven (7) calendar days of filling the vacancy by notice through email. The Employer is committed to upgrading, promoting and transferring bargaining unit employees where appropriate.

Section 4.2 NOTIFICATION The Employer shall notify the Union of new employees by the sixteenth (16th) of each month; provided that, the employees are covered under Article 1, giving the employee's name, address, date of birth, job classification, rate of pay, date of hire, work email address and, personal email address and personal phone number if the information is provided by the employee. The Employer shall also provide a list of any terminations within the bargaining unit.

Section 4.3 PROBATION A probationary period is a working test period and shall be utilized

as an opportunity for the Employer to observe an employee's work, to train and aid the employee in adjustment to a new position, and to dismiss any employee whose work performance fails to meet expectations. Throughout the probationary period, the Employer shall provide a probationary employee with the essential tools, training, and guidance to allow the employee to succeed. Regular full-time and regular part-time employees shall be hired on a probationary period for the first ninety (90) calendar days from their date of hire. Termination during this period will not be subject to the grievance procedure.

Section 4.4(a) PROGRESSIVE DISCIPLINE/JUST CAUSE No employee shall be disciplined or discharged except for just cause. The Employer shall use a uniform progressive discipline system which shall include verbal warnings, written warnings, probation and/or suspensions up to and including termination. The level of discipline imposed is based on the act that led to discipline. The principles of just cause apply at all levels of discipline. The employee may request union representation to be present in an investigatory or disciplinary meetings per Section 4.5. Upon termination, an employee shall receive written notice from the Employer or Employer's agents stating the cause of termination.

Section 4.4(b) DISCIPLINE NOTICES All progressive discipline shall be put in writing and a copy of all written disciplinary actions shall be given to the employee at the time the formal corrective action is applied. The employee shall be afforded the opportunity to read and sign the written disciplinary action for the purpose of acknowledging receipt, but the employee's signature shall not be construed as an admission of guilt or concurrence with the discipline. An employee shall be given the opportunity to attach a written response to any disciplinary notice placed in their personnel file. The Employer shall provide a copy of all written disciplinary actions to the Union within seven (7) calendar days of issuance.

Section 4.4(c) MAINTENANCE OF DISCIPLINARY RECORDS Records of disciplinary actions will be considered a part of the employee's personnel file. Disciplinary notices will be deemed too old for purposes of progressive disciplinary actions after twelve (12) months from the date that such notice is placed in the employee's personnel file unless another just cause discipline for similar reason(s) occurs within the twelve (12) months.

Section 4.4(d) PERSONNEL FILES Employees may examine their personnel files during Administration's regular business hours. The employee may request a copy of their personnel file in accordance with Washington State law.

Section 4.4(e) PERFORMANCE REVIEWS Each Employee shall meet with the employee's supervisor and receive a performance review by the end of the probationary period, by the end of the employee's first year anniversary date of hire and within thirty (30) days of each subsequent anniversary of employment. The performance review will include feedback on job performance, discussing expectations and accomplishments, and set goals for career development.

Section 4.5 EMPLOYEE RIGHTS An employee may have a Union Representative and/or Shop Steward present at any meeting with management representatives which involves discipline or where an employee reasonably believes an investigation will result in disciplinary action. The Employer will inform an employee prior to such a meeting that it is an investigatory meeting which may lead to disciplinary action. The Employer shall encourage managers that

an employee be informed of this right prior to holding any such meeting. If the employee desires Union representation at such a meeting, the employee shall notify the Employer at that time and shall be provided reasonable time to arrange for Union representation at the meeting. In no event shall the meeting be called on the employees' scheduled day off except by mutual agreement.

Section 4.6 TERMINATION NOTICE Termination notice or pay in lieu thereof shall be as follows, except in cases of termination for just cause, resignation in lieu of termination, or for illegal activity which disqualifies an employee from performing certain types of work as defined by state or federal laws:

Employed less than ninety (90) calendar daysno advance notice required.
Ninety (90) days or moretwo weeks' notice or two weeks' pay.

Section 4.7 EMPLOYER POLICIES To the extent that ROOTS employment policies are not in conflict with this Agreement, they will be accepted as working policy. Where a conflict exists, the Agreement shall prevail. The Union shall be given a copy of these personnel policies upon request. Any newly created policies or proposed modifications to existing policies will be provided to the Union at least thirty (30) days prior to implementation and shall be subject to negotiations if appropriate. In case of exigent circumstances where an emergency policy must be implemented, ROOTS shall give written notice to the Union within twenty-four (24) hours of implementation.

ARTICLE 5

SENIORITY

Section 5.1 APPLICATION Seniority shall be calculated from the first date of hire in any ROOTS position. Where skill, ability and experience are substantially equal, seniority shall be observed in rehires, transfers and promotions. Seniority shall be the determining factor in layoffs, PTO preference, shift changes and training opportunities. Seniority shall continue for a period of twelve (12) months during layoff. For rehire, the employee must provide the Employer with a current mailing address, email address and telephone number.

Section 5.2 LOSS OF SENIORITY An employee shall lose their seniority rights for any one of the following reasons: Voluntary resignation, discharge for cause, failure to report from layoff within ten (10) working days after notification to report back to work.

Section 5.3(a) ALTERNATIVE TO LAYOFF An employee who is being laid off may choose to apply for any open position outside of their current job classification, provided the employee meets the minimum qualifications for the role and has the skill and ability to perform the work with forty (40) hours of orientation.

Section 5.3(b) NOTICE OF LAYOFFS Affected employees and the Union shall be given at least thirty (30) days' advance notice of layoff, unless there is an immediate governmental mandate of program closure or stoppage of service or immediate loss of funding. Notice shall be sent to the employee's last known email address, by registered mail with return receipt

requested, and by regular mail, to the employee's last known address.

Section 5.3(c) RECALL FROM LAYOFF The Employer, upon rehiring, shall do so in order of seniority; provided the recalled employee is qualified to perform the work.

Section 5.3(d) The last employee laid off from a job will be the first recalled to that job before internal transfers or promotions or outside applicants are considered.

Section 5.3(e) Under no circumstances shall the Employer hire from the open market while employees on the recall list with qualifications to perform the duties of the position are ready, willing and able to be re-employed.

Section 5.4 SEVERANCE Employees employed in a job classification subject to a layoff will be entitled to two (2) weeks' severance pay prorated for part-time employees based upon their assigned FTE at the time of severance. Except in the case of immediate funding loss or unexpected contract non-renewals.

ARTICLE 6

HOLIDAYS

Section 6.1 PAID HOLIDAYS The following (12) days shall be designated as legal holidays and shall be granted with no deduction in pay:

New Year's Day	Indigenous Peoples Day
Martin Luther King Day	Veterans' Day
Memorial Day	Thanksgiving Day
Juneteenth	Day after Thanksgiving
Independence Day	Day before Christmas Day
Labor Day	Christmas Day

Section 6.2 HOLIDAY PAY Employees who work on a holiday shall receive one and one-half (1½) times their regular rate of pay for all hours worked on the actual holiday.

Section 6.3 HOLIDAY COVERAGE AND SCHEDULING Employer will use the following system to manage requests for time off during Employer's recognized holidays. In the months of February and August each year, the Program Manager will prepare a sign-up form showing the holiday coverage needed for the coming six (6) months. In order of seniority, each employee will be required to sign up for an equal number of holiday shifts, determined by dividing the number of holiday shifts requiring coverage by the number of employees, until all shifts are covered. Employees may volunteer to sign-up for additional holidays if they would prefer to work. If there are an uneven number of holidays requiring coverage, any remaining holiday will be selected based on seniority. Employees may trade shifts by mutual agreement, subject to management's approval. Once a holiday-adjacent vacation request is approved, it will not be revoked by the Employer.

ARTICLE 7

PAID TIME OFF

Section 7.1 USE OF VACATION Vacation is that time used for the employee's own purposes including, but not limited to, time off for rest and relaxation.

Section 7.2(a) ACCRUAL RATES All full-time bargaining unit employees accrue vacation hours beginning on their day of hire at a rate of .10833 hours/per hour compensated. Vacation will be prorated for part-time employees. Accrued vacation hours may not be used during the introductory period. Employees will not accrue vacation during any period of unpaid leave.

Employment Duration	Annual Vacation Days	Accrual Rate Per Hour
Upon hire through end of year 3	28	.10833
Beginning of year 4	33	.12692

Accrual rates based on a forty (40) hour work week. Vacation accrual rates shall be at the rate as if the employee has continued to work during the time of vacation.

Section 7.2(b) VACATION CARRY-OVER Employees may carry over unused Vacation time from year to year at a maximum of 120 hours.

Section 7.2(c) VACATION SCHEDULING Based on seniority, employees shall be given preference in the selection of Vacation time off.

Section 7.2(d) VACATION PAYOUT Employees who separate employment will be paid out accrued Vacation up to maximum of eighty (80) hours less any fees, or hours owed following agency policies. Employees resigning during the initial 90-day introductory period will not be paid out any accrued PTO. Vacation payouts will be disbursed with the employee's final paycheck, per state labor laws and payroll processing timelines.

Eligibility for Vacation Payout Upon Separation

1. Notice Requirement:
Employees must provide at least two (2) weeks' written notice of their resignation to be eligible for a vacation payout.
2. Final Scheduled Workday:
Employees must work their last scheduled workday as outlined in their notice period to qualify for vacation payout. Employees who fail to work their last scheduled day without prior approval or valid justification (e.g., illness supported by medical documentation) will forfeit their eligibility for vacation payout.

ROOTS recognizes that unforeseen circumstances may occasionally prevent an employee from meeting these requirements. In such cases, exceptions may be considered at the

discretion of the Executive Director, provided sufficient documentation and reasoning are submitted.

Section 7.2(e) FAILURE TO PROVIDE NOTICE Employees who fail to provide the required two weeks' notice, do not work their final scheduled workday without approval and valid justification, or are terminated for cause are not eligible for Vacation payout.

Section 7.3(a) HEALTH-RELATED LEAVE All full-time and part-time employees will accumulate paid health-related leave at the rate of one .025 hours per hours worked. There is no maximum annual rollover for health-related leave.

Full time employee shall accrue sick leave designated as Health-Related Leave and part-time employees' leave shall be designated as City of Seattle Sick and Safe leave. No health-related leave is eligible for pay out at end of employment and is not considered hours worked for the purpose of calculating overtime. An employee who separates employment with ROOTS and is rehired in less than twelve (12) months shall have all previously accrued Health-Related leave accruals reinstated.

Section 7.3(b) HEALTH-RELATED LEAVE USAGE Health-Related leave shall be approved by the Employer for the following purposes:

- A mental or physical illness, injury, or health condition.
- To diagnose, care for, or treat a mental or physical illness, injury, or health condition.
- To receive preventive medical care.
- For leave that qualifies under the state's Domestic Violence Leave Act.
- If the employee's workplace, or their child's school or place of care, has been closed by order of a public official for a health-related reason.

Employees may use Health-Related for medical, dental, mental health, optical examination and/or treatment, and surgery, illness and convalescence for the employee, employee's spouse/partner, employee's child and stepchild, parents, siblings, grandchildren, and in-laws, and individuals who regularly reside in the employee's home or where the relationship creates an expectation that the employee care for the person (and that individual depends on the employee for care). Each employee will be granted health-related sick leave for the employee or employee's spouse/partner, care of the employee's child and stepchild, care of the employee's parents, siblings, grandchildren, and in-laws person for any serious health condition, as defined by state and federal law.

Employees who must be absent shall promptly notify the Employer of their inability to report for work so that necessary adjustments in work assignments can be made to assure orderly continuity of the Employer's business. Employees should notify their supervisor at least one-hour of their need for health-related leave before the start of their shift unless it is impracticable or impossible to do so. Employees should notify their supervisor of pre-arranged health care appointments as soon as possible.

If the illness/injury exceeds three (3) working days, the Employer reserves the right to require a

doctor's note or other comparable satisfactory proof of the employee's incapacity to work.

Section 7.3(c) EMPLOYEE ASSISTANCE PROGRAM ROOTS provides all employees with an Employee Assistance Program that provides access to confidential support and counseling on a limited basis.

Section 7.4 BEREAVEMENT Any regular employee suffering a death in the immediate family or an employee or spouse/domestic partner of an employee who experiences a loss of pregnancy due to spontaneous miscarriage or abortion shall be allowed up to three (3) working days leave from work with pay, at the regular rate. Members of the immediate family are defined as father, mother, sister, brother, wife, husband, partner, son, daughter, stepparents, stepchildren, in-laws, significant other, grandchildren, grandparents, or close family type relationship. The Employer will grant up to five (5) additional days of unpaid bereavement leave in the event the employee needs to travel more than five hundred (500) miles in response to the death of one of the individuals listed above.

Section 7.5(a) TYPES OF LEAVES ROOTS supports healthy families. The Employer will comply with all state, local, and federally mandated leave provisions.

Section 7.5(b) WASHINGTON PAID FAMILY & MEDICAL LEAVE The Washington Paid Family & Medical Leave Act establishes a state program that generally allows eligible employees to apply for State-provided income replacement benefits during a leave of up to twelve (12) weeks (or under certain circumstances up to eighteen (18) weeks) for qualifying reasons. Leave that is compensated under the PFML program will run concurrently with all other applicable paid or unpaid leave types available in this Agreement or by law, including FMLA leave, to the maximum extent allowed by law. Employees will be responsible for the full employee premium share allowed by law, paid through payroll deduction. ROOTS will pay the remaining portion of the premium.

Section 7.6 MILITARY LEAVE Leave requests for military duty shall be granted as required by federal and state law.

Section 7.7(a) JURY DUTY PAY After completion of sixty (60) calendar days, employees who are called for service on a jury or subpoenaed to be a witness shall be excused from work for the days on which they serve, and shall be paid their regular straight time earnings for up to one week of shifts missed.

Section 7.7(b) WITNESS DUTY All employees subpoenaed to testify in court are allowed unpaid time off for the period they are required to serve as a witness. Witness duty shall be paid if the testimony is subpoenaed and related to the employee's job at ROOTS.

Section 7.8 UNION LEAVE Employees may request use of unpaid time off for Union sponsored events, conferences, or trainings, subject to agency staffing requirements. Such requests shall not be unreasonably denied.

Section 7.9 ON-THE-JOB-INJURY When an employee is injured on the job, the employee will be paid for the balance of the workday, which will not be charged as sick leave or vacation time. Employees who are temporarily disabled and are being compensated through industrial

insurance are entitled to continue to receive their normal ROOTS provided health benefits for a period of three (3) months.

Section 7.10 INCLEMENT WEATHER Inclement Weather protocols will go into effect in accordance with the following: on days when Seattle Public Schools are in session and at least two of the three following organizations are closed/on snow routes/suspended operations due to inclement weather: Seattle Public Schools, University of Washington, and King County Metro, or as needed due to weather.

On days when Seattle Public Schools are not in session, inclement weather protocols will go into effect when King County Metro is on snow routes, as warranted by weather and road conditions. Management will send an all-staff email, update the main office phone line and payroll system to communicate that inclement weather protocols are in effect. When possible, this communication will be sent by 6:30 am on the Inclement Weather Day. Employees who are authorized by their supervisor to work from home will be paid at their regular rate of pay.

Employees who report to work on site will receive time and a half (1½) of their regular rate of pay for hours worked. In cases where employees are working overtime, they will be paid two (2) times their regular rate of pay. Those already on site will receive time and a half (1½) for that shift. In situations where an employee needs to rest between shifts and is unable to travel home safely, the employer will provide lodging. If an employee is unable to safely travel to work due to weather conditions, or if the employee is unable to work in order to care for children whose schools or childcare are closed due to inclement weather, they may use accrued paid time off or unpaid leave and should immediately notify their supervisor. Employees who have questions about whether they are required to report to work during inclement weather are advised to contact their program director, manager, or supervisor for clarification.

ARTICLE 8

DEFINITIONS

Section 8.1 REGULAR EMPLOYEES Regular full-time employees are those employees regularly scheduled to work more than thirty-two (32) or more hours per week. Such employees shall receive all fringe benefits set forth in this Agreement.

Section 8.2 PART TIME EMPLOYEES An employee who is regularly scheduled for less than thirty (32) hours per week.

Section 8.3 ON-CALL EMPLOYEES An on-call employee is one that is hired to work on an intermittent as needed basis throughout the year to cover workload fluctuations, employee absences, or to temporarily cover vacant positions or emergency staffing needs. On-call employees may work on an indefinite intermittent basis including to fill vacant positions pending the hiring of a regular employee but will not be used to supplant a regular position. Vacant regular positions will be hired for as soon as possible. On-call Staff may work no more than 1040 hours per year.

Section 8.4 TEMPORARY EMPLOYEES A temporary employee is one who is hired for a

defined period to meet the Employer's workforce needs or caused by a regular employee's use of leave time. Temporary employees shall not displace any bargaining unit employees.

The duration of the temporary assignment must be defined at the time of hire. Such assignments shall not extend over four (4) months, unless mutually agreed to by the Employer and the Union.

Section 8.5 NO DISPLACEMENT OF REGULAR EMPLOYEES/ADDITIONAL HOURS The Employer agrees that temporary employees shall not be hired for the purpose of displacing regular full-time or part-time employees or avoiding filling full-time or regular part-time positions.

The Employer is committed to providing additional hours for current Employees whenever possible provided the employee is qualified for such work. Bargaining unit employees shall have the first right of refusal for overtime.

Section 8.6 NON-EXEMPT EMPLOYEE A non-exempt employee is one who is required to be paid on an hourly basis for all hours worked. Non-exempt employees will be paid overtime at the rate of one and one-half (1 ½) of the employee's regular rate of pay for all hours worked beyond forty (40) hours in a workweek.

ARTICLE 9

SYSTEM OR REGULATIONS CHANGES AND TRAINING

Section 9.1 LOSS OF POSITIONS In cases where positions are abolished because of automation or system changes, all possible consideration will be given to transferring employees to comparable jobs. Also, every consideration will be given to training present employees to operate any new equipment installed as a result of these changes.

Section 9.2 NEW POSITIONS In the event of proposed technological changes such as the introduction of data processing equipment or computers, any new jobs created in the bargaining unit by the virtue of the installation of such equipment will be offered to employees within the collective bargaining unit on the basis of seniority and qualifications prior to hiring from outside sources.

Section 9.3 TRAINING In the event training programs are necessary for employees to qualify for jobs which are created as a result of automation, the Employer agrees to provide initial vendor-supplied training for the purpose of operating the new equipment at the Employer's expense for those employees who wish to accept employment in the resultant automated positions. Employees to be displaced will be given first opportunity to qualify for the new positions before any persons outside the bargaining unit are hired to fill the resultant jobs.

Section 9.4 PROFESSIONAL DEVELOPMENT/CONTINUING EDUCATION ROOTS is committed to professional development and continuing education, and where and when possible, shall make opportunities available to staff as budget allows.

Any workshop, seminar, class or other training directly augmenting the employee's job skills

and knowledge must be pre-approved by the supervisor. The employee shall be compensated at the usual rate of pay while attending any such educational opportunities.

ARTICLE 10

HOURS OF WORK

Section 10.1 FAIR LABOR STANDARDS ACT STATUS The Employer and the Union agree that exempt and non-exempt employees covered under this Agreement will be determined in compliance with the Fair Labor Standards Act and Washington Minimum Wage Act.

Section 10.2 NON-EXEMPT EMPLOYEES (HOURLY)

Section 10.2(a) Hours of work of non-exempt employees are determined by the Employer based on the department and/or client need. The employee's hours are determined by the requirements of the position as stated in the job description. Employees wishing to work flexible hours may do so with their supervisor's approval.

Section 10.2(b) Non-exempt employees shall earn overtime pay at a rate of one and one-half (1 ½) times hours paid in excess of forty (40) hours a week.

Section 10.2(c) All overtime shall be approved for non-exempt employees in advance whenever possible, by the supervisor or designee.

Section 10.3 CALL BACK PAY An employee ordered to report to work shall receive a minimum of two (2) hours' pay at the regular rate or the actual amount of time worked, whichever is greater. Employees called back to work shall receive a minimum of two hours' pay at one and one half the regular rate for non-exempt employees.

Section 10.4 MEAL PERIODS Employees who work more than five (5) hours in a shift are to take their meal period no less than two (2) nor more than five (5) hours after the start of their shift with the specific time to be determined by the employee's supervisor. Meal periods are unpaid except if the employee is required to remain on duty or on call onsite during the meal period, in which case the employee will have a paid 30-minute meal period during their shift. Employees who are required to work or remain on duty during a meal break are still entitled to thirty (30) total minutes of meal time excluding interruptions.

Section 10.5(a) REST BREAKS Daily relief periods of fifteen (15) minutes each shall be allowed for each four (4) consecutive hours of working time. Employees must take a break if they work three (3) consecutive hours or more. Rest breaks are compensable.

Section 10.5(b) CHESTFEEDING REST PERIOD/BREAK & SPACE Chest feeding employees will be given reasonable break time to express milk or chest feed for two (2) years after the child's birth in a private, convenient, sanitary, safe space other than a bathroom. If the location does not have a private space, the Employer will work with the employee to identify a convenient location.

Section 10.6 OVERTIME ROTATION Overtime shall be distributed as equally as practicable among employees qualified to perform the work.

Section 10.7 For any employees whose work schedule may change from one month to the next, the Employer will make a good faith effort to post monthly work schedules at least fourteen (14) calendar days in advance of the effective date of the schedule. Employees will be notified directly of any change in schedule. Except for compelling business needs beyond the Employer's control, after the schedule is posted, individual assignment of hours of work during the period of the posting may only be changed by mutual agreement between the employee and the Employer. Work schedules will not be changed to avoid paying overtime, unless mutually agreeable by the Employer and employee.

ARTICLE 11

HEALTH AND WELFARE

Section 11.1(a) COVERAGE Beginning the first of the month following the employee's full first month of continuous employment, all full-time employees regularly scheduled to work thirty-two (32) or more hours per week shall be eligible to participate in the Employer's healthcare plan which includes medical and dental coverage components.

Section 11.1(b) PREMIUM SHARE The Employer shall pay 100% of the cost of the base medical and dental plan premiums for all eligible employees.

Section 11.2(c) PPO PLAN Employees may elect to enroll in the ROOTS offered PPO plan and the Employee shall be responsible for paying 100% of the cost difference between the base plan and the PPO plan.

Section 11.1(d) SPOUSE AND DEPENDENT COVERAGE Employees may also elect to enroll their spouse and/or dependents in medical and dental coverage, with the Employee responsible for 100% of the associated costs.

Section 11.2 MAINTENANCE OF BENEFITS In the event an increased contribution rate is necessary to maintain the present benefit schedule, or different providers are selected to provide benefits, the Union and the Employer agree to meet and resolve the issue within thirty (30) days of the notification of an increase or information on changing providers, or sooner if the Employer has any relevant information. Extensions may be made by mutual agreement of the parties.

Section 11.3 WORKERS' COMPENSATION All employees shall be covered under the Washington State Industrial Insurance Act.

ARTICLE 12

PAYROLL DEDUCTIONS

Section 12.1 DUES The Employer shall deduct monthly union dues from the pay of each member covered by the Agreement who voluntarily submits a dues check-off authorization

form. The Employer shall submit dues money to the Union by the 16th of each month. The Union agrees to indemnify, defend and hold harmless the Employer, including its agents and representatives, against any and all damages, claims, demands, suits, judgments or other forms of liability, monetary or otherwise, and for all legal costs which may arise from any action taken or not taken to comply with the provisions of this Article. The Employer will promptly notify the Union in writing of any claim, demand, suit or other form of liability asserted against it related to its implementation of this Article. If requested by the Union in writing, the Employer will surrender any such claim, demand, suit or other form of liability to the Union for defense and resolution. If an improper deduction is made, the Union shall refund directly to the employee any such amount.

Section 12.2 POLITICAL CONTRIBUTIONS The Employer agrees to deduct the specific sum from the pay of any member of the bargaining unit who voluntarily executes an OPEIU Local 8 PAC (Political Action Committee) Check-Off Authorization form. The Employer will remit these deductions to OPEIU Local 8 PAC along with a list of the bargaining unit employees' names and amounts deducted no later than the sixteenth (16th) of each month. The Union holds the Employer harmless from all claims, demands or other forms of liability that may arise against the Employer for or on account of any such deductions.

Section 12.3 HARDSHIP FUND The OPEIU Local 8 Hardship Fund provides assistance to Local 8 Members experiencing an immediate, severe, and temporary financial situation due to an emergency. The Employer agrees to deduct the specific sum from the salary of any member of the bargaining unit who voluntarily executes an OPEIU Local 8 Hardship Fund Check-Off Authorization form. The Employer will remit these deductions to OPEIU Local 8 along with a list of bargaining unit employees' names and amounts deducted no later than sixteenth (16th) each month. The Union agrees to indemnify, defend and hold harmless ROOTS from and against any and all damages, claims, demands, suits, judgments or other forms of liability arising from the operation of this section.

Section 12.4 OTHER DEDUCTIONS Other payroll deductions shall be allowed if mutually agreed to by the employee and the Employer.

ARTICLE 13

SALARY SCHEDULE AND COMPENSATION

Section 13.1(a) WAGE SCHEDULE Appendix "A" attached hereto and made a part of this Agreement is the schedule of job classifications and rates of pay which shall be applicable during the term of this Agreement.

Upon ratification, every bargaining unit member will be placed on the wage scale in Appendix "A" on the step that is equal to the employee's length of service.

For example, an employee who has completed 2 years of employment shall be placed on Step 2 of the Appendix "A."

Effective the first full pay period following January 1, 2026, the current wage rate in effect for each bargaining unit employee shall be increased by one and on-half percent (1.5%).

Effective the first full pay period following January 1, 2027, the current wage rate in effect for each bargaining unit employee shall be increased by one and one-half percent (1.5%).

Section 13.1(b) Employees shall receive a step increase for each year of service. Step increases are specified in the Wage Schedule, Appendix “A”.

Section 13.2 WORK IN A HIGHER CLASSIFICATION If assigned by management, an employee who is required to perform duties of a higher classification for four (4) hours will be paid the higher classification for that shift.

Section 13.3 DIVERSIONS Employees shall retain the right to divert monies generated from any wage increase to existing fringe benefits, with mutual agreement of the Union.

Section 13.4 TRAVEL REIMBURSEMENT The Employer will reimburse employees for actual reasonable and necessary expenses for approved work travel.

Section 13.5 The Employer will enroll all eligible employees in the ORCA Business Passport program in the first full month following ratification of this Agreement.

Participation in the ORCA Business Passport program is mandatory for all employees.

In the first year of the ORCA Business Passport contract, ROOTS will cover 100% of the cost of the ORCA Business Passport Contract for all employees.

The Employer shall provide all employees with a summary of all available services included with the ORCA pass.

Beginning in year two of the ORCA Business Passport contract, the Employer will implement a 50/50 cost-sharing model, where ROOTS will cover 50% of the monthly cost of the ORCA Business Passport, and employees will contribute the remaining 50%. The estimated employee cost for years two and three is approximately \$18 per month, though this is subject to change based on King County Metro’s annual contract renewal rates.

Section 13.6 JOB DESCRIPTIONS The Employer agrees to provide, upon Union request, current job descriptions for all bargaining unit positions.

Section 13.7 BUDGET ROOTS agrees to share financial status updates that affect bargaining unit employees.

ARTICLE 14

RETIREMENT PLANS

Section 14.1(a) OPEIU SUPPLEMENTAL RETIREMENT 401(k) PLAN Effective upon ratification of the contract, the Employer hereby agrees to allow employees covered under this Agreement to participate in the OPEIU Local 8 Supplemental Retirement 401(k) Plan. The Employer agrees to and shall be bound by all terms, conditions and provisions of the Plan

Document and the Trust Agreement and any changes, additions, amendments or modifications, which are made by the Trustees of the OPEIU Local 8 Supplemental Retirement 401(k) Plan. Should the plan experience changes which alter the Employer's responsibility, the parties agree to meet and bargain over the impact of those changes.

The Employer agrees to recognize pre-tax wage deferral elections made by employees covered under this Agreement to the Office and Professional Employees Retirement Trust, a 401(k) plan and to transmit the amounts withheld from such employees' wages on a pre-tax basis as soon as the funds can be transmitted and not later than the 15th business day of the following month to the depository designated by the administrator of the Plan. Employees may elect to divert any amount up to the maximum threshold set by IRS rules governing 401(k) plans. The Employer acknowledges that if its pre-tax wage deferrals are determined to be delinquent, it is responsible under Department of Labor guidance for interest on the amounts paid untimely. The Employer agrees to provide employee information as may be needed by the administrator of the Office and Professional Employees Retirement Plan including information that may be needed to complete any required IRS discrimination tests.

Section 14.1(b) SIMPLE IRA The Employer offers all eligible employees the opportunity to participate in the organization's SIMPLE IRA retirement program, in accordance with the terms and conditions of the program and applicable federal regulations. Eligibility for participation in the SIMPLE IRA program shall be determined based on the plan's established criteria, which may include minimum compensation and length of service requirements, as permitted by law.

The Employer will provide a matching contribution of up to three percent (3%) of the employee's compensation, consistent with the program's eligibility and contribution standards. All contributions shall be subject to the limits and provisions defined by the Internal Revenue Service (IRS) and the plan administrator.

Details regarding plan enrollment, eligibility timelines, and contribution procedures will be provided to employees upon hire and during annual open enrollment periods.

ARTICLE 15

NON-DISCRIMINATION

Section 15.1 UNION ACTIVITY The Employer agrees not to discriminate against an employee because of activity as a member of the Office and Professional Employees International Union Local No. 8.

Section 15.2 DIVERSITY The Union and Employer agree not to illegally discriminate in matters of hiring, training, promotion, transfer, layoff or discharge because of race, color, creed, gender, gender identity, national origin, age, sexual orientation, genetic information, religion, ancestry, marital status, parental status, breastfeeding in a public place, political ideology, including affiliation or activity, active military service, veteran status, use of a service animal or the presence of a sensory, mental or physical disability subject to occupational requirements and the ability to perform the job, and as provided by law.

Section 15.3 EQUAL PAY The Employer agrees to the principle of equal pay for equal work

and agrees that there shall be no discrimination exercised in this respect. In all cases where women are performing work of a comparable quantity and quality as that performed by men, the same rate of pay shall prevail.

Section 15.4 RESPECT All parties agree that all employees shall be treated with respect and shall work in an environment free from harassment.

ARTICLE 16

SEPARABILITY

This Agreement shall be subject to all present and future applicable federal, state, city and county laws, executive orders of the President of the United States or Governor of the State of Washington, and rules and regulations of government authority. In the event that any provision(s) of this Agreement shall, at any time, be declared invalid or unlawful by virtue of the above declaration of any court of competent jurisdiction or through government regulations or decrees, such provisions shall be superseded by the appropriate provision of such law or regulation, so long as same is in force or effect; but all other provisions of this Agreement not declared invalid shall remain in full force and effect.

The Employer and the Union agree that conditions of employment should be consistent with all applicable municipal, state and federal laws. Should any provision be declared invalid the parties agree to meet and discuss the invalid provision.

ARTICLE 17

SUCCESSORS

In the event the Employer shall, by merger, consolidation, sale of assets, lease, franchise or by any other means, enter into an agreement with another firm or individual which, in whole or in part, affects the existing appropriate collective bargaining unit, shall be bound by each and every provision of this Agreement. The Employer shall have an affirmative duty to call this provision of the Agreement to the attention of any firm or individual with which it seeks to make such an agreement as aforementioned.

ARTICLE 18

GRIEVANCE/ARBITRATION PROCEDURE

Section 18.1 A grievance is an alleged violation of a specific Article or Section of this Agreement. All grievances arising between the Union and the Employer shall be settled in accordance with the following procedures and terms of this Article. Extensions of timelines can be granted by mutual agreement by both parties in writing. Both parties shall make a reasonable effort to settle the dispute before written submission of the grievance. A grievance involving the termination of an employee shall be submitted directly to Step 2. Grievances shall include the following:

- (a) Date of filing and date of occurrence.

- (b) Facts upon which grievance is based.
- (c) Reference(s) to the Section(s) of the Agreement alleged to have been violated.
- (d) The remedy sought.
- (e) Identity of grievant(s).
- (f) The reason the Union disagrees with management's decision from the previous Step (if appropriate).

Step 1 – Written Submission of Grievance to Supervisor or Program Manager

If the dispute cannot be resolved, the employee and/or Union Representative within fourteen (14) calendar days of the event giving rise to the grievance or any informal resolution meeting, shall submit a written grievance to the Supervisor or Program Manager. The Grievant, the Shop Steward and/or Union Representative shall meet for the purpose of resolving the grievance. The Supervisor shall provide a written answer to the grievance within fourteen (14) calendar days following the grievance meeting.

Step 2 – Written Submission of the Grievance to the Shelter Director

If the decision in Step 1 does not settle the grievance, the Union Representative may, within fourteen (14) calendar days following the receipt of the decision in Step 1 submit the written grievance to the Shelter Director or designee for the purpose of arranging a meeting to discuss the grievance. The Shelter Director shall provide a written answer to the grievance within fourteen (14) calendar days following the meeting.

Step 3 – Submission of the Grievance to the Executive Director or Designee

If the employee is not satisfied with the decision made in Step 2, the Union Representative may, within fourteen (14) calendar days following the answer given in Step 2, submit the grievance in writing to the Executive Director or designee, who will meet with the employee and the Union Representative to settle the grievance. The Executive Director or designee shall provide a written answer to the grievance within fourteen (14) calendar days of the meeting.

Step 4 – Submission to Mediation

If the employee is not satisfied with the decision made in Step 3, either party may submit the issue to mediation with the Federal Mediation and Conciliation Service with fourteen (14) calendar days following the answer given at Step 3.

Section 18.2(a) ARBITRATION In the event the grievance remains unresolved, either party may submit the matter for arbitration. Such notification must be sent within thirty (30) calendar days of receiving the decision of the Step 3 grievance or the completion of the mediation process. The party that requests arbitration must notify the other party in writing by email and regular mail.

Section 18.2(b) ARBITRATION PROCESS A list of eleven (11) arbitrators will be requested from the Federal Mediation and Conciliation Service (FMCS) or the American Arbitration Association (AAA). Selection of the arbitrator will be made by the parties alternately striking a

name from the list until only one name remains as the arbitrator selected. The determination of who strikes first will be made by a toss of a coin.

Section 18.2(c) The arbitrator shall be authorized to rule and issue a decision and award, in writing, on any issue presented for arbitration, including the question of the arbitrability of such issue. Their decision and award shall be final and binding upon both parties to this Agreement. An arbitrator shall have no power to add to or subtract from or to disregard, modify or otherwise alter any term of this Agreement(s) between the Union and the Employer or to negotiate new agreements. The arbitrator's powers are limited to interpretations and a decision concerning specific applications of the terms of this Agreement or other existing pertinent agreement(s), if any. Decisions of the arbitrator shall be subject to and in accordance with the provisions of existing laws, including court and NLRB decisions, and executive or administrative orders and/or regulations.

Section 18.2(d) The parties agree that the expense of the arbitrator will be borne equally by both parties except that each party shall be responsible for the expense of their own advocates and witnesses.

Section 18.2(e) All time limits set forth herein must be strictly observed unless agreed to otherwise by both parties. Reasonable extensions of timelines shall not be denied.

Section 18.3 The Employer and the Union agree to make available to the other such pertinent data as each may deem necessary for the examination of all circumstances surrounding a grievance. The arbitrator shall be empowered to effect compliance with this provision by requiring the production of documents and other evidence.

ARTICLE 19

PICKET LINES- NO STRIKE

Section 19.1 NO STRIKE/NO LOCKOUT The Union and the Employer subscribe to the principle that differences should ideally be resolved without the interruption of the work of the agency. During the term of this Agreement, the Union and its members will not take part in the following actions at ROOTS: strike, sympathy strike, picketing during an employee's scheduled work hours, or slowdown or stoppage of work. In the event of an unsanctioned strike, sympathy strike, picketing during an employee's scheduled work hours, slowdown or stoppage of work, the Union and its officers will make a good faith effort to resolve it. The Employer agrees there shall be no form of lockout during the term of this agreement. Any employee who violates this section may be subject to disciplinary action subject to Section 4.4(a).

Section 19.2 It is further understood and agreed that refusal by any bargaining unit employee, covered by this Agreement, to go through a primary picket line sanctioned by the AFL-CIO, shall not constitute a violation of this Agreement, nor shall such refusal by an employee be cause for discharge or disciplinary action of any kind.

ARTICLE 20

HEALTH AND SAFETY

Section 20.1 GENERAL The Employer retains exclusive responsibility for workplace health and safety and agrees to provide a safe and healthful work environment for all employees and further agrees to make every effort to ensure optimum working conditions and to provide for the highest standards of workplace sanitation, ventilation, cleanliness, light, noise levels, and health and safety in general. The Employer further agrees to comply with all applicable health and safety laws and regulations.

Section 20.2 SAFETY COMMITTEE A Safety Committee shall be established consisting of at least one Employer representative and one employee representative who shall meet at least quarterly to review safety issues and recommend improvements.

Section 20.3 ACCOMMODATION The Employer will make reasonable efforts to accommodate the needs of employees' medical conditions in accordance with the ADA.

Section 20.4 INFECTIOUS DISEASES Employees will be allowed to take Employer paid time off to receive testing and/or inoculations for Tuberculosis, hepatitis or other communicable diseases, provided there is a verifiable business reason for receiving inoculations.

Section 20.5 TRAUMATIC EVENT LEAVE An Employee exposed to a traumatic event at work such as violent behavior shall be released from work with pay upon supervisor approval for up to a maximum of three (3) consecutive days.

An Employee exposed to traumatic event at work can use accrued Health Related/Sick leave for wellness and self-care. If there is a death in shelter, Employees working that shift can elect to be released from work with pay for up to a maximum of three (3) subsequent shifts from the time of the discovery of the death.

ARTICLE 21

LABOR MANAGEMENT COMMITTEE

The purpose of the Committee is to foster communications between the Employer, the Employees to resolve issues and disputes, and to exchange ideas to promote improved communications and working conditions throughout ROOTS. The Committee shall consist of two (2) bargaining unit employees, up to two management employees and the Union Representative. Meetings will be scheduled at least quarterly at a mutually agreed upon time and no later than 30 calendar days following receipt of a request for a Labor Management Committee meeting from either party. Appropriate subject resource persons may be in attendance at the meetings for a specific agenda item as required and/or requested. Subject Matter resource persons do not serve as committee members. Participation by committee members in the meetings will be considered time worked.

ARTICLE 22

TERMINATION AND RENEWAL

This Agreement shall be in full force and effect until December 31, 2027, and shall continue in effect from year to year thereafter unless either party gives notice, in writing, at least sixty (60) days prior to any expiration or modification date of its desire to terminate or modify such agreement; provided that, in the event the Union serves written notice in accordance with this Section, any strike or stoppage of work after any expiration or modification date shall not be deemed in violation of any provision of this Agreement, any other provision to the contrary notwithstanding.

EXECUTED in Seattle, Washington this 17th day of December 2025.

OFFICE AND PROFESSIONAL EMPLOYEES
INTERNATIONAL UNION LOCAL 8, AFL-CIO

ROOTS

By 
Erin Adamson
Director of Contract Administration

By 
Erin Chapman-Smith
Executive Director

By 
Corinne Cosentino
Business Manager

By 
Rose King
Bargaining Committee

APPENDIX “A”

YEAR 1								
Classification	Base (0)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
		1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%
Case Manager	\$26.50	\$26.90	\$27.30	\$27.71	\$28.13	\$28.55	\$28.98	\$29.41
GSS Lead	\$26.00	\$26.39	\$26.79	\$27.19	\$27.60	\$28.01	\$28.43	\$28.86
GSS Full Time	\$25.50	\$25.88	\$26.27	\$26.66	\$27.06	\$27.47	\$27.88	\$28.30
GSS On Call	\$26.00	\$26.39	\$26.79	\$27.19	\$27.60	\$28.01	\$28.43	\$28.86
Volunteer Supervisor	\$22.50	\$22.84	\$23.18	\$23.53	\$23.88	\$24.24	\$24.60	\$24.97
Art Group Supervisor	\$22.50	\$22.84	\$23.18	\$23.53	\$23.88	\$24.24	\$24.60	\$24.97
YEAR 2 - 1.5% Increase over Year 2 - COLA (2026)								
Classification	Base (0)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Case Manager	\$26.90	\$27.30	\$27.71	\$28.13	\$28.55	\$28.98	\$29.41	\$29.85
GSS Lead	\$26.39	\$26.79	\$27.19	\$27.60	\$28.01	\$28.43	\$28.86	\$29.29
GSS Full Time	\$25.88	\$26.27	\$26.66	\$27.06	\$27.47	\$27.88	\$28.30	\$28.73
GSS On Call	\$26.39	\$26.79	\$27.19	\$27.60	\$28.01	\$28.43	\$28.86	\$29.29
Volunteer Supervisor	\$22.84	\$23.18	\$23.53	\$23.88	\$24.24	\$24.60	\$24.97	\$25.35
Art Group Supervisor	\$22.84	\$23.18	\$23.53	\$23.88	\$24.24	\$24.60	\$24.97	\$25.35
YEAR 3 - 1.5% Increase over Year 3 - COLA (2027)								
Classification	Base (0)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Case Manager	\$27.30	\$27.71	\$28.13	\$28.55	\$28.98	\$29.41	\$29.85	\$30.30
GSS Lead	\$26.79	\$27.19	\$27.60	\$28.01	\$28.43	\$28.86	\$29.29	\$29.73
GSS Full Time	\$26.27	\$26.66	\$27.06	\$27.47	\$27.88	\$28.30	\$28.73	\$29.16
GSS On Call	\$26.79	\$27.19	\$27.60	\$28.01	\$28.43	\$28.86	\$29.29	\$29.73
Volunteer Supervisor	\$23.18	\$23.53	\$23.88	\$24.24	\$24.60	\$24.97	\$25.35	\$25.73
Art Group Supervisor	\$23.18	\$23.53	\$23.88	\$24.24	\$24.60	\$24.97	\$25.35	\$25.73