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

BETWEEN

LIFEWIRE

AND

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

FOR THE PERIOD OF

JULY 7, 2026 THROUGH JULY 6, 2029

TABLE OF CONTENTS

COLLECTIVE BARGAINING AGREEMENT

LIFEWIRE

PREAMBLE

This Agreement is entered into by LIFEWIRE, referred to as the "Employer," and the OFFICE AND PROFESSIONAL EMPLOYEES' INTERNATIONAL UNION LOCAL NO. 8, AFL-CIO, hereinafter referred to as the UNION. The purpose of this Agreement is to set forth the understanding reached between the parties with respect to wages, hours of work and conditions of employment.

The Union and the Employer recognize and acknowledge the following,

- The Union and the Employer share a mutual goal to ensure that survivor-driven, trauma-informed services are delivered in a manner that is compassionate, respectful, and responsive to the needs of survivors of domestic violence and their children.

- Access to trauma informed, compassionate, courteous services is essential to support domestic violence survivors and their children.

- The continuity, quality, and accessibility of services are essential to the Employer's mission and require reliable operations, consistent staffing, and the ability to respond effectively to changing community needs.

- The Employer must operate in a financially sustainable manner and in compliance with applicable laws, regulations, funding requirements, and contractual obligations to continue providing services and fulfilling it's mission.

- The parties agree to work together in good faith as partners to support service excellence, employee professionalism, and organizational stability.

- The Union and the Employer will treat each other with dignity and respect.

Nothing in this preamble shall be subject to the grievance process in this Agreement.

ARTICLE 1

RECOGNITION OF THE UNION

Section 1.1 THE BARGAINING UNIT The Employer recognizes the Union as the sole and exclusive collective bargaining representative of the following appropriate bargaining unit as certified in NLRB 19-RC-366815 with respect to rates of pay, hours and all other terms and conditions of employment. The bargaining unit includes all full-time and regular part-time employees employed by the Employer in the State of Washington for the following job titles:

Senior Staff Accountant	Research & Development & Technology Infrastructure Specialist
Accountant	Grants Writer
Facilities Manager	Service Advocate

Excluding all confidential employees, Payroll Accountant and Human Resources Administrator, Survivor Advocacy Services Manager, and all other managers, guards and supervisors.

Section 1.2 NEW JOB CLASSIFICATIONS The Employer will notify the Union in writing of any new job classification(s) appropriate to the bargaining unit or when duties of bargaining unit job classifications are substantially changed. Such written notice will be provided to the Union within fourteen (14) calendar days prior to the effective date of the change. It is not the Employer's intent to establish new job classifications outside of the bargaining unit for the purpose of excluding such employees from the bargaining unit.

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. 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 2.1(a) COMPLIANCE The Union shall notify the Employer in writing that an employee has failed to acquire and maintain membership in the Union and shall provide the Employer with a copy of the final warning to the affected employee that they have not acquired and maintained membership in the Union. In the event the employee fails or refuses to tender the dues and fees on which they are delinquent within thirty (30) 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 UNION DUES 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; provided the Union provides to the Employer a written authorization from the employee for such deductions. The Employer shall submit dues money to the Union within ten (10) business days following the second payroll each month.

Section 2.3 HOLD HARMLESS The Union agrees to indemnify and save the Employer harmless against any liability which may arise by reason of any action taken by the Employer to comply with the provisions in 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. The Employer will surrender any such claim, demand, suit or other form of liability to the Union for defense and resolution.

Section 2.4 QUARTERLY ROSTER Quarterly, the Employer shall provide, to the extent it has such information, a full roster of bargaining unit employees to the Union which will include the name, address, date of birth, home phone number, work cell phone number, work email, personal email address, date of hire, date of term, date of rehire, job title, program, primary duty station, rate of pay, shift, FTE status (full-time, part-time). The Employer will also notify the Union of bargaining unit employees who are changing status, the reason for change of status (discharge, layoff, resignation, retirements, leave of absence without pay), and date of change.

Section 2.5 UNION ACCESS The Employer agrees that Union Representatives of the Union shall have access to CSC building, at reasonable times, and employee work email address, for the purpose of investigating and discussing working conditions and/or grievances, provided the Union Representative does not interfere with the work activities of the employees and client services. Union Representatives will make their presence known to the Employer twenty-four hours in advance of their arrival. Union staff coming into contact with information about the Employer's clients shall keep any and all such information confidential.

Section 2.6 UNION STEWARDS The Employer shall recognize two (2) Union Stewards who show authority from the Union as duly accredited Union Representatives. The Steward, upon notification and approval from their designated supervisor, may investigate all complaints during non-work hours or use unpaid time off for such activities. The Union will inform the Employer in writing of the names of all Stewards. Stewards will utilize discretion, sensitivity, and reasonable judgment in dealing with confidential information. The Union Steward will be allowed time off to attend investigatory and grievance meetings with the Employer. Participation by a Union Steward in formal investigation meetings conducted by the Employer and grievance meetings through Step 3 as outlined in Article 19 of this Agreement will be paid and considered time worked.

Section 2.7 NEW EMPLOYEE ORIENTATION The Employer will arrange an NEO within thirty (30) days of a new bargaining unit employee hire. A Union Steward or Union Representative will be allowed to meet with new bargaining unit employees during their regularly scheduled work hours as part of the Employer's new employee orientation (NEO) for thirty (30) minutes on paid work time. If the Union Steward or Union Representative is unable to attend the scheduled NEO, the Steward will be allowed thirty (30) minutes to meet with them one-on-one on paid time within thirty (30) days of the new bargaining unit employee's date of hire.

Section 2.8 NEW MEMBER PACKETS Upon hire, the Employer will provide all new employees an 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 2.9 OPEIU LOCAL 8 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 the 15th day following the last pay day of each month.

Section 2.10 POLITICAL ACTION CHECK-OFF 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 along with a list of bargaining unit employees' names and amounts deducted no later than the 15th day following the last pay day of each month.

ARTICLE 3

MANAGEMENT RIGHTS

The Union recognizes the Employer's right and responsibility to manage its business and to operate in an efficient and economical manner subject to this Agreement and the law. Except as limited by this Agreement and applicable law, the Employer's rights include the right to:

- Determine its mission, objectives, and strategic and operational plans;
- Determine its budget and the size of the organization's work force and the financial basis for layoffs;
- Determine its functions, programs, services, organizational structure, and methods of operation, including, but not limited to reducing, expanding, suspending, or discontinuing programs, services, or operations;
- Ensure compliance with federal, state, local laws, regulations, grant requirement, and accrediting bodies.
- Establish, modify, and enforce reasonable standards of performance, which include, but are not limited to, the priority, quality, timeliness, and quantity of work;
- Direct, supervise, and evaluate employees in the performance of their work;
- Determine job assignments and working schedules, daily work shifts, hours of work and days off;
- Determine the materials, equipment and technology to be used;
- Implement improved or different operational methods and procedures;
- Determine the number, qualifications, skills, abilities, and competencies of employees required to perform the work;
- Determine the kind and location of facilities and where its services will be performed;

- Select, hire, assign, reclassify, evaluate, retain, promote, demote, transfer and layoff employees;
- Determine the reasons for and methods by which employees will be laid-off;
- Determine when overtime is required and the amount of overtime to be worked, consistent with applicable law and this Agreement;
- Employ temporary employees, relief/on-call employees or volunteers;
- Determine the skills, abilities and competency of its employees;
- Discipline, suspend, or discharge employees;
- Promulgate reasonable rules, regulations and personnel policies;
- Determine what work will be assigned to employees outside this bargaining unit or subcontracted.

ARTICLE 4

PERSONNEL POLICIES & JOB DESCRIPTIONS

Section 4.1 EMPLOYER POLICIES To the extent that the Employer's policies are not in conflict with this Agreement, they will be accepted as working policy. In case of any conflict, this Agreement shall be the controlling policy for the employees covered by this Agreement. The Employer shall notify the Union in writing of any new policy or changes in existing policy that impacts wages, benefits, hours and/or working conditions. The Union will have fifteen (15) calendar days from receipt of the notice to respond to hr@lifewire.org. If the Union does not respond, the policy is implemented. If within fifteen (15) calendar days from the notice date the Union requests to impact bargain over the policy, negotiations will be scheduled by mutual agreement of the parties.

Nothing in this agreement shall be construed to limit the Employer's authority to act promptly in response to emergencies or other conditions that are outside of the Employer's control requiring immediate implementation. Actions taken under this subsection may be implemented immediately, with notice to the Union as soon as practicable.

Section 4.2 JOB DESCRIPTIONS The Employer will furnish the Union with bargaining unit job descriptions for all classifications within forty-eight (48) hours of the request. Copies of an employee's current position description shall be provided upon request by the employee within forty-eight (48) hours of the request.

ARTICLE 5

DEFINITIONS

Section 5.1 REGULAR FULL-TIME EMPLOYEE An employee who regularly works between thirty-five (35) to forty (40) hours per week is eligible for benefits as the eligibility requirements are met. Regular employees may be paid on a salary, hourly, or alternative pay schedule for shift work.

Section 5.2 REGULAR PART-TIME EMPLOYEE An employee who regularly works fewer than thirty-five (35) hours per week. Part-time employees who regularly work twenty (20) or more hours per week on a regular basis are eligible for health benefits after meeting the eligibility requirements and earn holiday and paid time off on a prorated basis specified in Articles 9 and 10.

Section 5.3 TEMPORARY EMPLOYEES An employee who is hired to fill in for the absence of an employee or for a duration of a specific project. The term of employment of temporary employees will not exceed 210 calendar days. This period may be extended by mutual agreement between the Employer and the union. The Employer will notify the union in writing of any temporary employees hired into bargaining unit positions. Temporary employees are not part of the bargaining unit. Temporary employees are not eligible for benefits unless approved by the Employer.

Section 5.4 RELIEF/ ON-CALL An employee whose primary role is to provide occasional coverage for telephone or other advocacy work. These employees are not eligible for benefits because they work less than twenty (20) hours per week.

Section 5.5 EXEMPT An employee who is exempt from the overtime provisions of the Fair Labor Standards Act and related state statutes. For example, salaried executive, professional, administrative, and certain hourly computer-professionals (as defined by wage and hour laws) may be exempt. Exempt employees do not receive overtime pay.

Section 5.6 NON-EXEMPT An employee who is not exempt from the overtime provisions of the Fair Labor Standards Act or related state statutes. Non-exempt employees receive overtime pay for hours worked beyond forty (40) in a workweek, which requires more reporting of hours worked and not worked.

Section 5.7 VOLUNTEER Individuals who voluntarily undertake tasks or provide services throughout LifeWire without receiving compensation. Volunteers may work a set schedule. Volunteers are not entitled to benefits.

The Employer determines whether a position is regular full-time, regular part-time, temporary, relief/on-call or volunteer and the termination of temporary, relief/on-call or volunteer appointments is not subject to a grievance process.

ARTICLE 6

HIRING

Section 6.1 JOB POSTING Notice of all job vacancies within the bargaining unit shall be emailed to employees five (5) days, excluding holidays and weekends, prior to posting externally. Job postings shall list the job title, hours of work, salary/wage rate, work location and qualifications. The Employer will interview all internal applicants who meet the minimum qualifications and submit applications unless that employee has documented performance deficiencies or formal disciplinary actions on file in the previous twelve (12) months. Employees who apply but are not selected for a position may request, in writing, the reason they were not selected for the position and will receive a written response within five (5) business days. The Employer is committed to helping employees in their career development.

ARTICLE 7

EMPLOYMENT PRACTICES

Section 7.1(a) PROGRESSIVE DISCIPLINE/JUST CAUSE The Employer reserves the right to discipline or discharge any bargaining unit employee for just cause. The Employer shall consider, among other things, the seriousness and frequency of employee misconduct when determining the appropriate discipline, which may include immediate discharge. Discipline includes verbal and written warning, suspension, demotion, and discharge.

The Employer recognizes that progressive discipline is generally appropriate, however it is understood and agreed that progressive discipline shall not apply where the Employer determines that the nature of the conduct requires more serious discipline, up to and including discharge. Employees discharged by the Employer for just cause will be given five (5) days' written notice with the reasons for termination or five (5) days' pay in lieu of notice. If pay is given in lieu of notice, an employee may request written notice from the Employer stating the reason for termination, and written notice will be provided by the Employer within five (5) business days.

Section 7.1(b) DISCIPLINARY NOTICES An employee shall be given the opportunity to read, sign and attach a written response to any formal written warning or disciplinary notice placed in their personnel file. Signing a disciplinary notice acknowledges receipt, it does not indicate agreement. Records of disciplinary actions will be considered a part of the employee's personnel file. Employees may request that documentation of verbal warnings be reviewed for removal after one (1) year, and written warning after two (2) years. The decision of whether to grant or decline the request shall be at the sole discretion of the Employer, however such decisions shall be made in good faith and will not be subject to Article 19 grievance process.

Section 7.2 PROBATIONARY PERIOD AND REVIEW PERIOD A probationary period is a working test period and should be utilized as an opportunity for the Employer to train the employee, observe an employee's work and aid the employee in adjustment to their position. It is also a period for the employee to evaluate the new job and expectations. Throughout the probationary period, the Employer shall provide the employee with the essential tools, training, and guidance to allow the employee to succeed. Upon successful completion of the probationary period the employee and supervisor will meet, and the employee will receive a performance review.

The employment of all new employees hired into a bargaining unit position shall be conditioned on the completion of a probationary period that starts on the effective date of hire. The probationary period shall be up to six (6) consecutive months for all regular part-time and full-time bargaining unit positions. The Employer shall provide performance feedback and expectations to a new employee no later than midway through the probationary period. The Employer may separate a probationary employee at any time during the probationary period. The separation or discipline of probationary employees during the probationary period shall not be subject to recourse through the grievance and arbitration process contained in this Agreement.

Existing regular or part-time employees who are promoted or transferred to a new job classification will serve a review period for up to ninety (90) calendar days. An employee serving a review period who does not satisfactorily complete their review period will revert to their former position, if available. If the former position is not available, the employee will be subject to the layoff process under this Agreement. The reversion of employees who are unsuccessful during their review period is not subject to recourse through the grievance and arbitration process contained in this Agreement.

Section 7.3 PERSONNEL FILES Employees may examine their electronic personnel files during their working hours upon request to Human Resources. The Employer will send a copy of the electronic file within five (5) working days.

Section 7.4 PERFORMANCE REVIEWS Each Employee shall meet with the employee’s supervisor and receive a performance review at least every calendar year. Such reviews will be signed by the supervisor and employee and filed in the employee’s personnel file. The performance review will include feedback on the employee’s job performance, discuss job expectations and discuss career development for the review period. The Employer will provide to the extent it is financially feasible, tools and/or resources to assist in meeting goals if after collaboration/communication with the employee, it deems such tools or resources to be necessary. An employee shall have the right to file a written response statement. Statements should be sent directly to the supervisor and human resources for inclusion in the employee’s personnel file. The specific contents of the performance review, while not disciplinary in nature, is not subject to the grievance procedure.

Section 7.5 EMPLOYEE RIGHTS An employee may have a Union Representative or Union 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, and they have the right to union representation in the 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.

Section 7.6 NOTICE OF RESIGNATION Employees who resign their employment are encouraged to provide at least two (2) weeks written notice of resignation.

ARTICLE 8

SENIORITY

Section 8.1 ACCRUAL OF SENIORITY Seniority is defined as a regular employee's continuous employment from the most recent date of hire with the Employer, including time spent on any approved leave of absence, medical leave, military leave, job-injury leave or parental leave that occur during employment. After the completion of the probationary period, seniority shall be effective as of the most recent hire date of employment.

Section 8.1(a) BREAK IN SERVICE A regular employee shall lose their seniority and benefit accrual rates if they have been separated for any one of the following reasons: voluntary resignation for more than twelve (12) months, discharge for just cause, failure to report from recall list within fourteen (14) calendar days after notification to report back to work, or layoff for a continuous period of more than twelve (12) months. Upon rehire after a break in service with the Employer an employee’s seniority will start from their most recent rehire date

Section 8.2 REDUCTION IN FORCE A reduction in force is defined as a reduction in the number of individuals employed by the Employer within a job classification. The Employer will give as much notice to the affected employee(s) and the Union as possible, but no less than fifteen (15) days before layoffs are to occur, unless there is an immediate governmental mandate, program closure or stoppage of service, in which case the Union will be notified as soon as practicable in order to provide the most trauma informed continuation of services.

Employees will be laid off in accordance with seniority, as defined in Section 8.1 among the group of employees in the same classification. When the Employer determines it is necessary to lay off employees, the Employer will first seek employees in the same job classification where layoffs will occur to volunteer to be laid off. If volunteers do not meet the Employer’s need for reduced staffing, then probationary and temporary employees in the same job classification will be laid off first. Next, the least senior regular employee(s) assigned to the classification shall be designated for layoff. Employees who have lost employment due to layoff will be placed on a recall list for the job classification they were laid off from for twelve (12) months.

Section 8.2(a) TRANSITION PACKAGE Employees who have completed one (1) year of service and are scheduled for layoff will receive up to sixteen (16) hours of paid leave time during their lay-off notice period for purposes of attending a job transition counseling program or engage in job search efforts including job interviews. All such activities shall be scheduled with the approval of the affected employee's supervisor.

This shall be in addition to any accrued vacation time the employee may be entitled to. Additionally, the Employer shall provide a letter indicating that the employee was laid off for economic reasons and not performance issues.

Section 8.2(b) RECALL When a vacancy occurs, the Employer reserves the right to determine whether to recall an individual or redistribute the hours among existing staff within the job classification. The Employer, upon recall, shall do so in order of seniority; provided the recalled individual is qualified to perform the work.

Section 8.2(c) The last individual laid off from a job will be the first recalled to that job before internal transfers or promotions or outside applicants are considered.

Section 8.2(d) If there is no opening in a classification from which the individual was laid off, in the event an individual on the recall list applies for another position within LifeWire, the laid off individual shall have preference over internal individual applicant(s) applying for transfers or promotions into that position; provided the laid off individual has the qualifications to perform the job, has no prior discipline within the previous twelve (12) months of their employment, and provided the laid off individual has greater seniority than the internal individual applicant(s). Qualifications will be determined by the Employer.

Section 8.2(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 classification from which they were laid off are ready, willing and able to be re-employed.

Section 8.2(f) NOTIFICATION OF RECALL Employees shall be notified of a reinstatement offer by certified mail, return receipt requested, and regular mail at the employee's address on file in the Human Resources Department, with a copy to the Union. When an offer of reinstatement has been made, the individual shall indicate his/her acceptance within ten (10) days of the date of delivery or attempted delivery and report for work no later than fourteen (14) calendar days following the acceptance of the reinstatement offer unless mutually agreed to otherwise. If an individual on the recall list does not timely respond to a notification by the Employer, or fails to report for work, he or she will be removed from the list.

Section 8.3 BRIDGE OF SERVICE If an employee is recalled from the layoff list within twelve (12) months from the effective date of layoff, an employee’s seniority and benefit accrual rates shall be recognized as the same as at the time of their separation from employment and the rate of pay shall include any contractual increases that may have occurred.

ARTICLE 9

HOLIDAYS

Section 9.1 PAID HOLIDAYS

Employees will be provided the following paid nonworking holidays per year:

New Year’s Day	January 1
Martin Luther King Jr.’s Birthday	Third Monday in January
Memorial Day	Last Monday in May
Juneteenth	June 19
Independence Day	July 4

Labor Day	First Monday in September
Indigenous Peoples’ Day	Second Monday in October
Thanksgiving Day	Fourth Thursday in November
Native American Heritage Day	Friday immediately following the fourth Thursday in November
Christmas Eve	December 24
Christmas Day	December 25

Employee Choice Holidays: In addition to the holidays listed above, two (2) additional paid holidays, determined by the employee, will be provided each year.

Section 9.2 HOLIDAY PAY Employees will not generally be required to report for work on a holiday. Employees who are required to work on a designated holiday will receive one and a half (1.5) times their regular rate of pay for the hours actually worked on the holiday.

Regular part-time employees who work more than twenty (20) hours per week and are not required to work on a holiday, will be compensated for the holiday in an amount proportionate to their full-time equivalency for the month, not to exceed eight (8) hours per holiday. Regular part-time employees with varying work shifts will be paid based on their full-time equivalency for the month.

Section 9.3 OBSERVATION OF HOLIDAYS If any of the aforementioned holidays fall on Saturday, the holiday will be observed on the immediately preceding Friday. If the holiday falls on a Sunday, the holiday is observed on the Monday immediately following the holiday.

Section 9.4 HOLIDAY DURING PAID TIME OFF In the event a holiday honored under this Agreement falls during an employee’s paid time off, such employee shall receive holiday pay instead of using PTO.

Section 9.5 HOLIDAY DURING LEAVE WITHOUT PAY Employees on any type of unpaid leave will not receive holiday pay.

Section 9.6 HOLIDAY ON SCHEDULED DAY OFF If a holiday falls on an employee’s regularly scheduled day off, the employee may choose to receive holiday pay for the holiday or, with supervisor’s approval, schedule another day off, within the pay period of the holiday.

ARTICLE 10

PAID TIME OFF

Section 10.1 PAID TIME OFF (PTO) The Employer provides Paid Time Off (PTO) to eligible employees for their personal use to include, but is not limited to, vacation, relaxation, illness, religious observance, care of a dependent, medical and dental appointments, mental health time, additional bereavement and for handling personal business.

Paid time off requests in excess of three (3) consecutive days require at least two (2) weeks’ notice to the Employer and supervisor approval. Exceptions to this requirement for advance notification and approval are made for verifiable emergencies including illness, injury and bereavement.

Section 10.2 ELIGIBILITY AND ACCRUAL Regular full-time employees will accrue paid time off according to the following schedule:

Length of Service	Maximum Accrual per Year	Accrual Rate per Pay Period
1-5 years	30 days (240 hours)/year	10 hours each pay period
6-10 years	33 days (264 hours)/year	11 hours each pay period
11+ years	36 days (288 hours)/year	12 hours each pay period

- Length of service is calculated based on the employee's service date with LifeWire
- On the first day of employment, two (2) days of PTO are credited to the new employee

Regular part-time employees regularly scheduled to work at least thirty (30) hours per week accrue PTO at 75% of the full-time accrual rate.

Regular part-time employees scheduled to work at least twenty (20) hours per week accrue PTO at 50% of the full-time accrual rate.

Regular part-time employees scheduled to work fewer than 20 hours per week, temporary employees and on-call/relief employees are not eligible for PTO.

PTO is paid at the employee's regular hourly rate of compensation. Employees do not accrue PTO while on any type of unpaid leave of absence.

Section 10.3 PTO USE AND EXPIRATION PTO use may be taken in one-half (1/2) hour increments.

PTO accrued in excess of thirty-five (35) days is forfeited if unused in the calendar year unless extenuating circumstances have occurred, and approval is given in writing by the Executive Director. Employees who resign their position will be paid up to the equivalent of 160 hours of any accrued but unused PTO. All hours in excess of 160 hours are forfeited. Employees are not permitted to borrow against future unearned PTO accruals.

ARTICLE 11

OTHER LEAVE

Section 11.1 LEAVES LifeWire shall provide all leave required by and in accordance with applicable City, State, Federal law for any eligible employees including:

1. Family Care Act Leave
2. Pregnancy Disability Leave
3. Military Leave
4. Leave for Victims of Domestic Violence
5. Leave for Spouses of Deployed Military Personnel
6. Paid Safe and Sick Time
7. Washington Paid Sick Leave
8. Washington Paid Family and Medical Leave (PFML)

When possible, such leave may be applied concurrently with contractual and other types of leave.

Section 11.2 MEDICAL LEAVE Lifewire will provide regular full-time and part-time employees with an unpaid medical leave of absence for up to three (3) months for their own serious health condition and in accordance with applicable federal and state law. Accrued PTO may be substituted for unpaid leave. Short-term Disability insurance coverage may be available during this period.

When medical leave of absence is foreseeable, the employee must provide 14-calendar days advance written notice or as early as is reasonable, to their direct manager with a copy to hr@lifewire.org. A health care provider's statement must be provided as soon as practicable, but no later than 14-calendar days from the date of notice to the direct manager, verifying the employee's own medical condition and the anticipated beginning and end dates of leave. When medical leave of absence is not foreseeable, the employee will provide notice within two (2) business days.

Upon conclusion of the medical leave of absence, an employee must submit a release to return to work from their health care provider, on or before their return to work.

LifeWire reserves the right to request a second medical opinion to evaluate an employee's release to return to work at LifeWire's expense. The employer will return the employee to their former position or to a similar position, if available, for which the employee is qualified. LifeWire cannot guarantee reinstatement in all cases, unless otherwise provided by law. Failure to return to work promptly at the expiration of the approved leave of absence will be treated as a voluntary resignation. All leaves run concurrently to the extend allowed by law.

The Employer portion of the medical, dental, and vision insurance premiums will be maintained during the approved leave of absence. Benefit accruals, including PTO and holiday benefits, are suspended during the unpaid portion of leave and resume upon return to active employment.

Section 11.3 JURY DUTY PAY Regular full-time and part-time 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 up to a maximum of ten (10) work days, and shall be paid their regular straight time earnings. Additional jury duty time beyond ten (10) work days will be granted as unpaid jury duty leave. Employees must present a jury summons as soon as possible to their manager before jury duty leave will be approved. Employees are expected to report to work if excused from jury service early. Temporary and on-call/relief employees are not eligible for jury duty pay.

Section 11.4 BEREAVEMENT LEAVE If a death occurs in an employee's family as they define it, regular full-time and part-time employees are eligible to take up to ten (10) working days of bereavement leave per calendar year. Bereavement leave does not need to be taken consecutively and may be used intermittently as needed with manager approval. If additional time away from work is required beyond the allotted bereavement leave in this section, employees may use accrued Paid Time Off (PTO) subject to manager approval.

Bereavement leave does not apply to the loss of pets or companion animals.

Verification: The organization may request reasonable documentation to verify eligibility for bereavement leave (e.g., obituary, funeral or memorial program, or other appropriate verification). Any request for verification will be handled sensitively and consistently.

Section 11.5 TRAUMATIC EVENT LEAVE An employee who witnesses or experiences a work-related traumatic event while on-site at LifeWire facilities, and the Executive Director or designee agree is of a similar nature, shall be released from work with pay for the remainder of their scheduled work day with approval of the Executive Director or designee. The employee may be approved for up to three (3) consecutive work days of leave with pay for use immediately following the event.

Section 11.6 UNPAID PERSONAL LEAVE OF ABSENCE After completing one (1) year of continuous employment, with no disciplinary action in the prior 12-months, a regular or part-time employee may request an unpaid personal leave of up to one (1) month. The request for personal leave must be made in writing to the employee's manager, should specify the reason for the request, and list the dates on which the employee would like to begin leave and return to work. The purpose of a personal leave of absence should not be to engage in outside work for compensation and will not be considered a reasonable justification for approval. It is the sole discretion of the Executive Director or designee as to whether to grant or deny the employee's request for personal leave.

Eligible employees who take a personal leave must first exhaust all accrued PTO during the start of their leave. If the employee's leave of absence extends beyond the time covered by their PTO balance, the remainder of the leave of absence will be unpaid. Medical benefits will only continue for the duration of the leave that is paid. No PTO shall accrue while an employee is on an unpaid leave of absence.

Two (2) weeks before the scheduled return date, the employee must contact the manager by email and confirm the date of return. An employee who does not return to work on the scheduled day of return and who has not contacted the organization by that scheduled return date is considered to have voluntarily resigned.

Section 11.7 TRAINING AND EDUCATION LEAVE LifeWire believes offering regular and part-time employees opportunities to increase their awareness of domestic violence works to prevent and reduce the impact of domestic violence in the lives of our employees. LifeWire provides workplace educational and informational trainings on domestic violence to employees whenever feasible.

In addition, employees may attend day-time conferences, seminars, and meetings with pay upon prior approval from their manager, provided the program provides training applicable to the work of the organization. Tuition and/or expenses may or may not be paid by LifeWire, subject to the discretion of the Executive Director or their designee. Because the allocation of funds for discretionary training changes depending on funding, employees must receive pre-approval before attending training for which they desire reimbursement.

Section 11.8 MILITARY LEAVE Employees requesting a military leave of absence must provide written notice to their direct manager with a copy to hr@lifewire.org as soon as practicable prior to taking such leave. Employees may use accrued PTO during their military absence.

Employees on an extended military leave of absence, beyond thirty-one (31) days, are responsible for paying applicable health care premiums or other payments unless otherwise provided by law and health care benefits for eligible employees may be continued under COBRA for up to twenty-four (24) months by self-paying the premiums.

Section 11.9 MILITARY FAMILY LEAVE During a period of military conflict, LifeWire will provide regular full-time and part-time employees with up to fifteen (15) days of unpaid leave to be with their military spouse who is notified of an impending call or order to active duty or who has been authorized for leave from deployment. Accrued PTO may be substituted for unpaid leave. Employees requesting a military leave of absence must provide written notice to their direct manager and hr@lifewire.org of their intent to take leave within five (5) business days following an impending call or order to active duty or of a leave from deployment.

Section 11.10 PREGNANCY DISABILITY LifeWire will provide pregnancy disability leave to regular full-time and part-time employees for the period that an employee is sick or temporarily disabled because of pregnancy and/or childbirth. If a pregnancy disability leave is foreseeable, the employee must provide, when possible, 14-calendar days advance written notice to their direct manager and hr@lifewire.org, along with a medical certification or verification for the period of the disability. When pregnancy disability leave is not foreseeable, the employee will provide notice within two (2) business days. Accrued PTO may be used for pregnancy disability leave.

An employee who is unable to return to work on the prearranged return date must present a signed statement from an attending health care provider indicating a continuation of disability and the expected date of return to work.

Leave for Pregnancy or childbirth related disability is in addition to any leave granted under PFMLA.

ARTICLE 12

HOURS OF WORK AND OVERTIME

Section 12.1(a) WORKWEEK/WORKDAY The regular hours of work shall not exceed eight (8) in any one (1) day or forty (40) hours in any week. The regular hours of work shall consist of up to eight (8) hours in a day to be completed in eight and one-half hours. The work week begins Sunday at 12:01am and extends the seven days following. Work week schedules will be five eight (8) hour days followed by two consecutive days off.

Section 12.1(b) OVERTIME Overtime will be compensated at the rate of one and one-half (1 ½) times the regular hourly rate of pay for all time actually worked beyond forty (40) hours in seven (7) day workweek (12:00 a.m. Sunday to 11:59 p.m. Saturday). Time that is paid but not actually worked will not count as time worked for the purpose of determining and computing overtime. An employee may not work overtime without the prior written approval of a supervisor. Failure to obtain advance written approval for overtime may result in disciplinary action.

Section 12.1(c) FLEXIBLE SCHEDULES When consistent with job responsibilities and business needs, and approved in advance by the employee's supervisor, an employee's schedule may be flexed within a workweek to allow for variations in work, scheduling longer hours on a work day and shorter hours on another work day to keep that work week's hours to a maximum of forty (40) hours.

Section 12.1(d) MEAL/REST PERIOD All employees working more than five (5) consecutive hours shall receive an unpaid meal period of one-half (1/2) hour. Employees required by the Employer to work during this meal period shall be compensated for such work at the appropriate rate of pay. All employees shall be allowed the equivalent of two (2) paid rest periods of fifteen (15) minutes during each shift of eight (8) hours or more in duration.

ARTICLE 13

HEALTH AND WELFARE

Section 13.1 HEALTH CARE COVERAGE Regular full-time employees and regular part-time employees working at least twenty (20) hours or more per week are eligible to receive medical, dental, vision, through the Employer as selected by the Employer. Dependents, domestic partners or spouses may be added for coverage at the employee's expense with premiums paid through payroll deduction.

Effective on the date of ratification of this Agreement the Employer will pay 100% of the medical, dental, and vision, premiums for regular full-time and regular part-time employees in positions designated at 0.75 FTE or above. In the event that the cost of the Employer-provided health and welfare benefit plans increases by more than ten percent (10%) in any plan year, then the Employer will provide written notice to reopen this Article. Negotiations shall be strictly limited to health insurance premiums, plan design and coverage options.

Regular part-time employees who work less than thirty (30) hours and elect coverage are responsible for paying a pro-rata amount of the premium based on their full-time equivalent percentage.

The Employer may offer optional alternative plans that provide varying coverage and additional out-of-pocket expenses.

Employees are eligible for benefit coverage on the first of the month following their date of hire. If an employee's first day of work starts the first business day of the month, the employee is eligible for health insurance benefits beginning on the first calendar day of that month.

Section 13.2 CHANGES IN MEDICAL, DENTAL, VISION, OTHER INSURANCE PLANS
As the Employer may from time to time make modifications in the health and welfare plans, employees and the Union will be notified as soon as possible and be given at least fourteen (14) calendar days' advance notice before implementation of any change. The Employer and the Union will jointly review the proposed changes and any cost increase (per Section 13.1) to bargaining unit employees shall be negotiated between the Employer and the Union on an expedited basis.

Section 13.3 WORKERS' COMPENSATION All employees shall be covered under the Washington State Industrial Insurance Act.

Section 13.4 EMPLOYEE ASSISTANCE PROGRAM All regular full-time and part-time employees who are enrolled in medical coverage benefits and their dependents and household members are eligible to use the Employee Assistance Program (EAP). The Employer will pay the full cost of the EAP program for eligible employees and eligible family members for the duration of the EAP contract.

Section 13.5 SHORT TERM DISABILITY INSURANCE (STD) Regular full-time employees and regular part-time employees working at least twenty (20) hours per week and who are unable to work because of a qualifying disability due to an injury or illness are eligible to receive short-term disability (STD) in accordance with LifeWire's agreement with the insurance carrier. STD benefits are offset with amounts received under Social Security or workers' compensation for the same period to ensure compensation received does not exceed that which the employee would have received if working.

Section 13.6 LIFE AND AD&D INSURANCE The Employer will continue to provide supplemental life insurance, accidental death and dismemberment, to all eligible regular full-time and eligible regular part-time employees at the same level of benefits and co-pays to employees as exists at the time of ratification of this Agreement unless otherwise agreed to by the parties.

ARTICLE 14

COMPENSATION

Section 14.1 WAGE SCALE Effective the first full pay period following ratification, employees shall be compensated in accordance with the wage set forth in Appendix A.

Section 14.2 GENERAL WAGE INCREASE Effective on the first full pay period following ratification, the wage table set forth in Appendix A shall remain in effect.

Effective on the first full pay period following the anniversary of contract ratification date in calendar year 2027, employees at the “Existing Employee Rate” shall receive a general wage increase of two percent (2%) as applied to the wage table in Appendix A. Effective on the first full pay period following the anniversary of contract ratification date in calendar year 2028, employees at the “Existing Employee Rate” shall receive a general wage increase of three percent (3%) as applied to the wage table in Appendix A.

Employees will advance to the “Existing Employee Rate” for their experience level after completion of one (1) year of continuous employment and will receive a wage increase to the “Existing Employee Rate” for their experience level as identified in the wage table of Appendix A. Employees will be paid the “Existing Employee Rate” effective the first full pay period following their anniversary date.

Existing employees who have advanced to the next experience level during calendar year 2025 will receive a pay adjustment to the “Existing Employee Rate” effective on the first full pay period following ratification. These same employees will receive a one-time lump sum bonus of five hundred dollars ($500) less applicable taxes and withholding on the first full pay period following ratification.

LifeWire will pay regular full-time and part-time employees a three hundred dollar ($300) ratification bonus (pro-rated by FTE) less applicable withholdings and deductions, upon ratification. Payment will be on the paycheck first full pay period following the date of ratification of this Agreement.

Section 14.3 NEW HIRES Newly hired employees will be paid the New Hire Base Rate for their experience level in accordance with the wage table in Appendix A. Upon reaching one year of continuous employment at the Employer, a new hire will receive a wage increase to the Existing Employee Rate for their experience level as identified in the wage table of Appendix A. A new hire will be paid the “Existing Employee Rate” effective the first full pay period following the one-year anniversary of their hire date.

Following ratification of this Agreement, if a new hire believes they were not placed correctly on the wage table, such Employee shall have the right to request a meeting to review their experience credit within the first three (3) months of their employment. Any adjustment resulting from such review shall be retroactive to their date of hire.

Section 14.4 LANGUAGE PREMIUMS Employees who are fluent in a second language shall receive a Bilingual Premium of two dollars ($2.00) per hour. Such Employees shall have the designation "Bilingual" added to their job title.

Employees who are fluent in a third or additional language shall receive a Trilingual Premium of three dollars ($3.00) per hour. Such Employees shall have the designation "Trilingual" added to their job title.

ARTICLE 15

RETIREMENT

After completing one year of eligibility service regular full-time employees become eligible to participate in LifeWire's 401K retirement plan. A year of eligibility service is accomplished after one thousand hours (1,000) of service during an employee's first twelve (12) months of employment. Eligible employees are automatically enrolled in the plan on the first day of the month following completion of the eligibility requirements.

If eligible employees do not specifically decline to enroll in the plan or do not specifically adjust their deferral amount, an eligible employee's contribution of two percent (2%) will be deducted from an employee's paycheck before taxes and deposited into the employee's retirement account. LifeWire will match an employee's contribution percentage up to, but not to exceed, two percent (2%) each pay period.

ARTICLE 16

NON-DISCRIMINATION

There shall be no unlawful discrimination against any present or future employee by reason of race, religion, color, age, sex, sexual orientation, gender identity, gender expression, national origin, ancestry, citizenship, marital status, physical disability, mental disability, medical condition, genetic characteristic or information, or political affiliation/ideation, military and veteran status, pregnancy, breastfeeding or related medical condition, union status or on account of membership in or activity on behalf of the Union, or any other basis in violation of applicable federal, state or municipal law. All parties agree that all employees shall be treated with respect and shall work in an environment free from harassment.

ARTICLE 17

SEPARABILITY

This Agreement shall be subject to all present and future applicable federal, state, city and county laws. In the event that any provision of this Agreement shall, at any time, be declared invalid by any court of competent jurisdiction or through government regulations or decrees, such decision shall not invalidate the entire Agreement, it being the express intention of the parties hereto that all other provisions not declared invalid shall remain in full force and effect.

ARTICLE 18

SUCCESSORS

In the event of an acquisition by another entity, the Employer and the Union will make a good faith effort to have timely communication throughout the process to attain a high level of transparency and to minimize the potential adverse impacts, direct or indirect, on staff, clients and the organization. In particular, the parties will use good faith efforts to adhere to the following guidelines:

The Employer will, whenever possible, inform represented employees of a potential acquisition at least ninety (90) calendar days in advance of the acquisition. If the acquisition process will take fewer than ninety (90) days, the Employer will provide employees with as much notice as practicable.

Upon request by the Union, the Employer and the Union shall meet to negotiate the effects of an acquisition that will impact the future of employees.

The Employer will inform the potential buyer of the existence of this Agreement and encourage the new Employer following an acquisition to consider hiring all current employees and maintaining similar conditions in the interest of preserving a high-quality workforce.

None of the above shall constitute encumbrances or restrictions on negotiation with a potential buyer, or any final sale or transfer.

ARTICLE 19

GRIEVANCE/ARBITRATION PROCEDURE

Section 19.1 The Union and the Employer agree that it is in the best interest of all parties to resolve disputes at the earliest opportunity and at the lowest level. The Union and the Employer encourage problem resolution between employees and management and are committed to assisting in resolution of disputes as soon as possible. In the event a dispute is not resolved in an informal manner, this Article provides a formal process for problem resolution.

Section 19.2 DEFINITION OF GRIEVANCE A grievance is a dispute between the Employer and the Union, on its own behalf or on behalf of an employee(s), over an alleged violation, misinterpretation or misapplication of this agreement, which occurred during the term of this Agreement.

Section 19.3 TIME LIMITS Time limits within the grievance procedure must be strictly adhered to unless waived or extended by the mutual agreement of both parties. Days are calendar days and will be counted by excluding the first day and including the last day of timelines. When the last day falls on a Saturday, Sunday or holiday, the last day will be the next day which is not a Saturday, Sunday or holiday. Transmittal of grievances appeals and responses will be in writing and emailed to hr@lifewire.org, and timelines will apply to the date of email receipt.

Section 19.4 FAILURE TO MEET TIME FRAMES Failure by the Union to comply with the timelines in the grievance process will result in permanent withdrawal of the grievance. Failure by the Employer to comply with the timelines will entitle the Union to move the grievance to the next step of the procedure.

Section 19.5 CONTENTS OF GRIEVANCE LETTER Grievances shall include the following:

(a) A statement of the pertinent facts surrounding the nature of the grievance;
(b) The date upon which the incident occurred;
(c) The specific article and section of the Agreement violated:
(d) The name of the grievant or if a group grievance, the name of each grievant;
(e) The name and signature of the Union representative, and
(f) The remedy sought.

Section 19.6 The Employer and the Union agree to make available to the other such pertinent data as each deem necessary for the examination of all circumstances surrounding a grievance.

Section 19.7 GRIEVANCE PROCEDURE All grievances arising between the Union and the Employer shall be settled in accordance with the following procedures and terms of this Article. Both parties shall make a reasonable effort to settle the dispute before written submission of the grievance.

Step 1. Within twenty-one (21) calendar days of the date of the event giving rise to the grievance, the employee, and the Union Representative shall submit the grievance letter to the immediate Supervisor and Human Resources. The Supervisor, Grievant and Union Representative shall meet within fourteen (14) calendar days of submission of the grievance for the purpose of resolving the grievance. Supervisor shall provide a written answer to the grievance within fourteen (14) calendar days following the grievance meeting.

Step 2. In the event the grievance is not resolved in Step 1, the Union shall submit a Step 2 grievance to the Director and Human Resources or designee within fourteen (14) calendar days of receipt of the Step 1 grievance decision. The meeting shall be held within fourteen (14) calendar days following receipt of the written grievance and shall be attended by the Union Representative, Grievant, and Human Resources. Management shall provide a written answer to the Union within fourteen (14) calendar days following the grievance meeting.

Step 3. In the event the grievance is not resolved in Step 2, the Union may within fourteen (14) calendar days following the decision 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 within fourteen (14) calendar days to settle the grievance. Management shall provide a written response to the grievance within fourteen (14) calendar days of the meeting.

Step 4. In the event the grievance is not resolved in Step 3, the grievance may be submitted to binding arbitration or by mutual agreement, mediation may be requested through Federal Mediation Conciliation Services or another mutually agreed upon service. The request for mediation or arbitration must be submitted within fourteen (14) calendar days of the receipt of Management’s decision referenced in Step 3. In the event there is no resolution at mediation, either party has the right to move the process to arbitration within fourteen (14) calendar days of the meeting. The expenses and fees of the mediator and the cost (if any) of mediation facilities and list of mediators will be borne equally by both parties except that each party shall be responsible for the expense of their own participants. The mediator's recommendation shall be non-binding. Any comments, determinations or recommendations of the mediator, however, will not be admissible as evidence or otherwise disclosed to the arbitrator, if moved to arbitration.

Section 19.8 ARBITRATION/MEDIATION PROCESS A list of seven (7) arbitrators or mediators will be requested from the Federal Mediation and Conciliation Service or another mutually agreed upon service, within fourteen (14) calendar days of the written request for arbitration or mediation. Selection of the arbitrator or mediator will be made by the parties alternately striking a name from the list until only one name remains as the arbitrator or mediator selected. The determination of who strikes first will be made by a toss of a coin.

Section 19.8(a) The Union and the Employer agree that the submission of a case to arbitration or mediation shall be based on the issues cited through Step 3 of the grievance process.

Section 19.8(b) The arbitrator shall be authorized to rule and issue a decision and award, in writing, on any grievance issues set forth in the written grievance letter, including the question of the arbitrability of such issue(s). Their decision and award shall be final and binding upon both parties to this Agreement. An arbitrator shall have no authority to rule contrary to, to add to, 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 or provisions. The arbitrator has no authority to make an award that provides an employee with compensation greater than would have resulted had there been no violation of this Agreement.

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. The arbitrator shall issue a written decision to the parties within thirty (30) days after the close of the hearing or the submission of post-hearing briefs, whichever is later.

Section 19.8(c) The parties agree that the expenses and fees of the arbitrator, and the cost (if any) of the hearing room, will be borne equally by both parties except that each party shall be responsible for the expense of their own witnesses. If the arbitrator hearing is postponed or cancelled because of one party, that party will bear the cost of the postponement or cancellation. The costs of any mutually agreed upon postponements or cancellations will be shared equally by the parties.

ARTICLE 20

NO STRIKE NO LOCKOUT

The Union and the Employer subscribe to the principle that differences shall be resolved by peaceful appropriate means without the interruption of the work of the program. The Union therefore agrees not to authorize, sanction, encourage, threaten or engage in any strikes, including sympathy strikes, work stoppages, slow-downs or concerted refusal to perform work during the term of this Agreement. The Employer agrees there shall be no form of lockout during the term of this Agreement.

ARTICLE 21

HEALTH AND SAFETY

Section 21.1 GENERAL The Employer agrees to comply with all applicable health and safety laws and regulations.

Section 21.2 SAFETY COMMITTEE A Safety Committee shall be established consisting of two (2) Employer representatives and two (2) employee representatives who shall meet at least quarterly to review safety issues and recommend improvements.

ARTICLE 22

LABOR MANAGEMENT COMMITTEE

The Employer and the Union agree to establish a Labor-Management Committee which will meet at least quarterly, unless agreed to otherwise, during the term of this Agreement to discuss matters of mutual concern. The Committee shall consist of not more than two (2) representatives designated by the Employer, as well as the Union Representative and not more than two (2) employee representatives designated by the Union. Employee representatives to the Labor-Management Committee meetings will be released if their absences do not cause a disruption of work. Employees attending the committee meetings will experience no loss in pay for attending such meetings. Attendance at pre-meetings, meetings and travel to and from the committee meeting during employees' non-work time will not be compensated for or considered as time worked. The parties shall agree to an agenda in advance of regular meetings of the Committee. The Committee may also hold additional meetings by mutual agreement. All committee meetings will be scheduled on mutually acceptable dates and times. These meetings are not intended to bypass the grievance process and shall not be used to renegotiate the provisions of this Agreement.

ARTICLE 23

TERMINATION AND RENEWAL

This Agreement shall be in effect as of the date of ratification and signature of the respective party representatives and shall be in full force and effect until July 6, 2029 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.

Executed this 15th day of July, 2026.

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

By ______________________
Patrick Pedersen
Union Representative

By ______________________
Corinne Cosentino
Business Manager

By Lauren Lozano (Jul 14, 2026 16:49:31 PDT)
Lauren Lozano
Bargaining Committee

By Nadia Vaenerberg (Jul 15, 2026 21:12:05 PDT)
Nadia Vaenerberg
Bargaining Committee

LIFEWIRE

By Theresa Anderson
Theresa Anderson
Executive Director

By Laurie Miyauchi
Laurie Miyauchi
President of the Board

By Cindy Jorgensen (Jul 14, 2026 17:01:35 PDT)
Cindy Jorgensen
Board Member

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APPENDIX A - WAGE TABLE

Advocates

Level	Years of Experience	Min. Months	Max Months	New Hire Base Rate	2026 Existing Employee Rate	2027 Existing Employee Rate	2028 Existing Employee Rate
Advocate I	0-2	0	23	$28.50	$29.24	$29.82	$30.71
Advocate II	2-4	24	48	$30.00	$30.71	$31.32	$32.26
Advocate III	4+	49+	N/A	$31.00	$32.16	$32.80	$33.78

Finance

Level	Years of Experience	Min. Months	Max Months	New Hire Base Rate	2026 Existing Employee Rate	2027 Existing Employee Rate	2028 Existing Employee Rate
Accountant I	0-3	0	36	$34.50	$34.84	$35.54	$36.61
Accountant II	3-7	36	84	$37.10	$37.54	$38.29	$39.44
Senior Accountant	7+	85+	N/A	$38.50	$39.00	$39.78	$40.97

Facilities

Level	Years of Experience	Min. Months	Max Months	New Hire Base Rate	2026 Existing Employee Rate	2027 Existing Employee Rate	2028 Existing Employee Rate
Facility Manager	5+	N/A	N/A	$40.50	$41.08	$41.90	$43.16

Resource Development & Community Relations

Level	Years of Experience	Min. Months	Max Months	New Hire Base Rate	2026 Existing Employee Rate	2027 Existing Employee Rate	2028 Existing Employee Rate
Grant Writer	2+	N/A	N/A	$35.00	$35.36	$36.07	$37.15
RD and Technology Infrastructure Specialist	2+	N/A	N/A	$30.00	$30.96	$31.58	$32.53