

Bargaining Update

Union Compass Contract Negotiations with Management and Federal Mediator Rescheduled for July 19, 2018.

Due to unforeseen circumstances the Union has rescheduled our bargaining session with Management and the Federal Mediator from the Federal Conciliation and Mediations Services for July 19, 2018.

In May Compass Union Employees voted down the Employer wage proposal of 25 cents per hour by 93%. Our Team will present to management the reasons the Union employees over-whelmingly voted down their wage offer.

Here are some of the reasons the Union voted down the Employer's proposal:

- No one on the 5th floor knows what we do. They sit behind a locked door and we are on the front lines.
- Some programs are very short staffed, and the workloads are not doable nor are the outcome expectations. We get no sympathy and are told to think about the mission. When upper management's workload increases, they hire more staff.
- A 25-cent wage increase from the Employer is disrespectful. The Seattle area has an above-average cost of living. Many of us are one pay check away from homelessness.
- We would like to see upper management along with board members at our worksites, working alongside us and learning/seeing what we do and what our working experience is like.
- Programs change from clean and sober to harm reduction and we receive no training or directives on what behaviors are allowed and what behaviors are not allowed.
- Lack of consistent protocols and procedures – at the whim of the supervisor and totally disconnected from Human Resources.
- No formal training – just thrown in to do the best we can.
- Our jobs are dangerous, stressful and the work environment is often unsafe or not healthy.
- It is a struggle to financially make ends meet. Some of us are eligible for low-income housing and public assistance even though we work 40 hours per week.
- Turnover is incredible – how can we provide trauma informed care with the amount of turnover?
- Upper management should not get a pay increase.
- Lack of resources – no elevator, unreliable fax machine, etc.
- No accountability at the upper management level.

Our Bargaining Team (*Jennifer Carter*, Case Manager, Nyer Urness; *Dalwyn Dean*, Case Manager, Renton Veterans Center; and *Philippe Hooker*, Maintenance Tech)

If you have any questions, please contact a Bargaining Team member or Diane Arnold, Union Representative at diane@opeiu8.org or (206) 441-8880 ext. 115.