

## Management's Economic Proposals Contradict the Agency's Mission!



The Union Bargaining Team (Cynthia Linder, Jessica Lam, Katie Showalter, Roberta Petersen, David Oliver, Bellen Drake) met with management on Monday, February 12, 2018 at the Sandpoint Campus and received management's wage counter proposals. In our January 24th bargaining meeting the Union Bargaining Team proposed that Solid Ground address

a growing problem at the agency – economic inequity between the union staff and the management staff, particularly the executive staff who earn, according to the IRS 990 for 2016, between \$202,000 and \$129,000/annually. How can Solid Ground build community to end poverty when it distributes the bulk of its revenues to the employees at the top pay grades and the lower-paid employees are living on the edge of poverty and homelessness?

On February 12th management's response was that they "heard us" and they proposed a 1% cost of living increase (even though the Consumer Price Index was 3.5% in 2017), freezing anniversary steps except for those employees in grades 18 and 22 in steps 1 through 5. Also, management proposed an increase in the percentage of your healthcare cost share for grades 18-32 but no increase for grades 33-47 which are mostly management positions. While we understand that Solid Ground received a cut in funding from United Way and the City of Seattle, the union employees should not suffer because management did not meet their funding goals. Five employees are being laid off in Journey Home and Housing Prevention Services, but at the same time management has informed our Bargaining Team they plan to hire at least one Chief Officer. Management stated that the Board wants a balanced budget. We think it is unfair to balance the budget on the backs of the union employees.

On January 24, 2018 the Union proposed a wage adjustment increase of \$5,000 each year of the contract (January 2018, 2019, and 2020) regardless of pay grade and an increase in the anniversary step percentage to 2.5%. We all know our rents and essential expenses continue to rise at rates significantly higher than the national average. We proposed a dollar amount because percentage increases benefit those at the highest pay grades. This would address the growing economic divide (we are negotiating only for our union members) and provide some economic relief for Solid Ground employees struggling financially. Thanks to those Union members who shared their financial struggles with management and our Bargaining Team at previous bargaining sessions. Additionally, we asked that Management not pass on the increased health care costs except for a slight increase to the premium cost share because our deductible increased from \$250 to \$500 per year. If you do the math, management's economic proposals will not cover the increase in our healthcare deductible and our cost share increases for most employees.

**We hope to make progress at our next bargaining session, but if not, we will be reaching out to you to coordinate actions to tell management we stand behind our agency's mission.**

### Please share your ideas and concerns

A 15-minute session before and after each bargaining session will be provided for bargaining unit members/management to share your ideas and concerns. Each speaker will have a 3-minute maximum time limit to speak. Speakers can share time. Management or the Union may ask to bring a guest when mutually agreed upon, but only if it is useful to both parties.



### Upcoming Bargaining Sessions:

Wednesday, February 21st  
9:30 am to 4:00 pm at SGT

Friday, March 2nd  
9:00 am to 4:00 pm at HQ

Friday March 9th  
9:00 am to 4:00 pm at  
Broadview

*Please come to the bargaining sessions to support our Bargaining Team.*

# Highlights of the Economics Proposals and Responses

Union Proposal/Response	Management Response/Counter Proposal
<b>Wages:</b> Effective January 1, 2018, 2019 & 2020 each employee would receive a \$5,000 wage increase.	<b>Wages:</b> Effective January 1, 2018 each employee will receive a 1% wage increase.
<b>Anniversary step increase</b> of 2.5% for all employees in wage scale at their anniversary date of hire. Those employees off the wage scale would receive a 2.5% increase on January 1, of each year.	<b>Anniversary step increase freeze</b> except for Grades 18 -22 for Steps 1 though 5.  No anniversary increase for those employees off the wage scale.
<b>Healthcare premium cost share</b> — maintain the same percentages. Grades 18-22 = 1% of premium Grade 25 = 3.5% Grades 27-32 = 5% Grades 33-47 = 12%	<b>Healthcare premium cost share increase</b> Grades 18-22 = 1.5% of premium Grade 25 = 4.0% Grades 27-32 = 6% <b>Grades 33-47 = 12% no increase</b>
<b>Differential</b> for employees who work Saturdays and Sundays. Differential for employees who work between 4 pm and 8:30 am.	<b>Rejects</b>
<b>Personal Leave;</b> Increase personal leave for SGT employees from 0 to 12 months to 196 hours from 160 hours.	<b>Accepts — Tentative Agreement</b>
<b>Severance Pay</b> 0-1 yr (0-12 mos) one week's pay 0-5 yrs (13-160 mos) two weeks' pay 6-10 yrs (61 -120 mos) three weeks' pay > 10 yrs (121 mos plus) four weeks' pay	<b>Severance Pay</b> 0-2 yr (0-12 mos) \$300.00 (\$50 increase) 0-5 yrs (13-160 mos) \$600.00 (\$100 increase) 6-10 yrs (61 -120 mos) current \$1500.00 > 10 yrs (121 mos plus) current \$2000.00
<b>Combined Classifications</b> If an employee is assigned an additional workload due to program vacancies or work assignments from other departments, their pay will be increased until the additional work is removed.	<b>Rejects</b>
<b>Work in a Higher Classification</b> Employees working in a higher classification will receive the higher pay grade for all ours performing those duties.	<b>Work in a Higher Classification</b> Work performed by an employee during an extended absence of a coordinator, supervisor, manager or director, if they perform the work for more than four hours, will receive the higher pay grade for all time worked in that shift.

**Questions: Please contact one of your Bargaining Team members (Katie Showalter, Jessica Lam, Bellen Drake, Cynthia Linder, Roberta Petersen, and David Olivera) , or Diane Arnold, Union Representative at (206) 441-8880 ext 115 or [diane@opeiu8.org](mailto:diane@opeiu8.org).**

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