

Union to Vote Employer's Best and Final Wage Proposal on June 5th. Our Team Recommends a No Vote!

Our Union Bargaining Team (Cynthia Linder, Jessica Lam, Katie Showalter (not present), Roberta Petersen, and David Olivera) met with management on May 16 and we reached tentative agreements on the remaining outstanding open sections of the contract including the employee healthcare cost share. The Employer has agreed to maintain the current contract cost share percentages. While we have made some good improvements to the Union contract and appreciate management's movement on several fronts, we are still far apart on wages. Their proposal of a 3.5% increase effective January 1, 2018 and a 3.25% increase effective January 1, 2019 with no anniversary steps except for those employees in grades 14 through 22 in Steps 1 through 5 is unacceptable and does not remotely keep pace with the cost of living in the Seattle area.

At our May 16th session our Bargaining Team re-proposed our wage proposal of \$3,000 for each employee effective January 1, 2018 and January 1, 2019 with a wage opener in 2020. This is a step in the right direction to begin to address wage inequality. Management acknowledges the inequality but states that providing dollar amounts will create wage compression. Our Bargaining Team believes that lifting the lowest paid employees up by providing them with a higher quality of living is more important than worrying about the pay range between supervisors and those they supervise. Solid Ground, with its values-driven mission, should set the example for other social service agencies to provide a living wage to all its employees. We are willing to compromise but management must bring more to the table. It is time to not only talk the talk but walk the walk.

Thank you to all who came out and supported our Bargaining Team at our May 16th bargaining session. Your presence and courageous words were powerful.

Raise your Voice and Vote NO! on June 5th

Three ways to vote!

In person- Come to one of the scheduled voting times:

Headquarters: Cesar Chavez Room from 11:30 am to 12:30 pm

Solid Ground Transportation: Break room from 11:00 am to 1:00 pm

Sandpoint: Santos Library from 1:00 pm to 2:00 pm

Broadview: 2nd Floor Office from 12:00 pm to 1:00 pm

Electronically- Cannot make the vote in person? You can vote electronically by emailing Libby at libby@opeiu8.org and requesting a ballot. You may request your ballot any time after May 30th but will not receive it until June 4th. All ballots must be received by OPEIU by 4 pm on Tuesday, June 5, 2018.

By proxy- Vote for a co-worker in person. You must have a copy of an email or signed note giving you permission to cast a vote for a co-worker.



Support our bargaining team and wear your OPEIU Local 8 lanyard and button!

Need a lanyard or button? Contact a Bargaining Team member or Diane Arnold, Union Representative at diane@opeiu8.org or (206) 441-8880 ext 115.



Highlights of the Economics Proposals and Responses

Union Proposal/Response	Management Response/ Counter Proposal
<p>Wages: Effective January 1, 2018 a \$3,000 wage increase. Effective January 1, 2019 a \$3,000 wage increase.</p> <p>Wage opener to determine wages for January 1, 2020.</p>	<p>Wages: Effective January 1, 2018 each employee will receive a 3.5 % wage increase. Effective January 1, 2019 each employee will receive a 3.25% wage increase.</p> <p>Wage opener in 2020.</p>
<p>No Anniversary steps for all in 2018 and 2019.</p> <p>No anniversary increase for those employees off the wage scale.</p>	<p>Anniversary step increase freeze except for Grades 18 -22 for Anniversary Steps 1 through 5.</p> <p>No anniversary increase for those employees off the wage scale.</p>
<p>Healthcare premium cost share- maintain the same percentages. Grades 18 - 22 = 1% of premium Grade 25 = 3.5% Grades 27-32 = 5% Grades 33-47 = 12%</p>	<p>Accepts - Tentative Agreement</p>
<p>Job Evaluation Process and Reclassification Details procedure and adds timelines</p>	<p>Accepts - Tentative Agreement</p>
<p>No change to retirement language</p>	<p>No change to retirement language</p>
<p>Personal Leave; Increase personal leave for SGT employees from 0 to 12 months to 196 hours from 160 hours.</p>	<p>Accepts - Tentative Agreement</p>
<p>Severance Pay 0-1 yr (0-12 mos) \$800.00 0-5 yrs (13-160 mos) \$1600.00 6-10 yrs (61 -120 mos) \$2400.00 > 10 yrs (121 mos plus) \$3200.00</p>	<p>Accepts - Tentative Agreement</p>
<p>Combined Classifications Additional language: The Employer will strive for workload levels to maintain quality services. Supervisors will provide support to set priorities and assume duties.</p>	<p>Accepts - Tentative Agreement</p>
<p>Work in a Higher Classification Employees working in a higher classification for more than four hours within a shift will receive the higher pay grade for all hours in the shift.</p>	<p>Accepts - Tentative Agreement</p>
<p>Job Posting The Employer will interview all internal applicants who meet the minimum qualification and submit an application within the five day internal process for a union job, and if none are qualified, the Employer may then interview external candidates.</p>	<p>Accepts - Tentative Agreement</p>
<p>Internal Hiring Current employees who accept another position with the agency that pays less than their current position will have their wages frozen at the current level until such time as the wage of the new position exceeds the wage that has been frozen.</p>	<p>Accepts - Tentative Agreement</p>
<p>Other Union and Management Tentative Agreements Union New Member Orientation Shop Steward Leave Union Representation Labor Management Committee Observation of Holidays</p>	

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

employer/SG/2018/SG Update 5.23.18.indd
psiel#1239/af-cio

OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8
1-800-600-2433 or 206-441-8880 ★ Fax: 206-441-0207 ★ www.opeiu8.org

Find us on  www.facebook.com/OPEIULocal8