

## Bargaining Update

Great turnout at the Union Meeting on October 23, 2018. Here is an update and more information about bargaining.

Management is still proposing that we only negotiate wages and rollover all other contract language until next fall, essentially extending the Union Contract until October 31, 2019. Currently our contract has been extended until November 30, 2018 while we continue to negotiate wage increases.

The Union presented our wage proposal to TCCH management, which includes:

- Fair wage increases for all Union positions
- Updating the current wage scale; the current wage scale has remained the same since 2011
- Market rate adjustments for positions that were still below market after the wage scale has been aged
- Appropriate placement on the wage scale

Our Union has also requested information about the new non-union positions TCCH has created in the past three years assessing whether they are truly non-union as defined under the National Labor Relations Act or should, as the Union believes, be covered under the contract, so that these co-workers enjoy the Union rights and protections secured in our Union contract.

### Next Steps

Management canceled the October 30, 2018 bargaining meeting in order to have more time to review the Union's wage proposal.

Our next bargaining session is scheduled for November 8, where we anticipate receiving management's response to the Union Wage Proposal. We also have additional Bargaining dates set for November 15 and 29.

As we reminded everyone at the October 23, 2018 meeting, workers will be voting on whatever the results are from negotiations. ***Continue to wear your OPEIU lanyards to support your Bargaining Team in their efforts to secure fair wage increases. Stay tuned -- we may need to take further solidarity actions in order to achieve our goal.***

### Our Union Bargaining Team Members

OPEIU members: **Azure Buckenberger, Aracely Carranza, Yesenia Colvin, Ana Gonzalez, Patricia Huizar** and **Ana Rodriguez**, OPEIU Business Manager **Suzanne Mode**, Union Representatives **Shelby Mooney** and **Ida Kovacic**.

***If you have questions, please contact a Bargaining Team member or your Union Representative Ida Kovacic [ida@opeiu8.org](mailto:ida@opeiu8.org) or at 1-800-600-2433 extension 117***