

May 20, 2019

## Wage Opener Bargaining Update 2019 Union Bargaining Team Recommends a Yes Vote on Wage Proposal!

The Compass Housing Alliance Bargaining Team (**Dalwyn Dean**, Case Manager, Renton Veterans Center, **Will Johnson**, Case Manager Compass on Dexter, **Jennifer Carter**, Case Manager, Nyer Urness and **Diane Arnold**, Union Representative) met with management on May 7th and reached a tentative agreement on a wage increase for 2019. Over the next few weeks, the Union will conduct the wage opener vote to ratify the tentative agreement. **Please see the schedule below for your program vote. If the program votes are not convenient for your schedule, there is an electronic ballot option.**



### Two Ways to Vote:

**In-person** at the scheduled date and time of your program's vote listed below or

**Electronically** by contacting Sally at [Sally@opeiu8.org](mailto:Sally@opeiu8.org) for an electronic ballot between 9:00 am May 29, 2019 and 12:00 pm June 5, 2019. **All ballots must be received by the Union office no later than noon on June 5, 2019.**

### Wage Increase Tentative Agreement

#### Phase 1:

All current employees will receive a two percent (2%) wage increase retroactive to January 1, 2019 or their date of hire if hired after January 1, 2019.

**Plus** all current employees employed on or before January 1, 2019 with a 1.0 FTE (40 hour/week) will receive \$500.00; or employees who work less than a full 1.0 FTE will receive a pro-rated portion based on their FTE status; or employees who were hired after January 1, 2019, but on or before ratification of the 2019 wage opener, will receive a pro-rated amount of \$500.00 based on their date of hire and FTE status. This will be paid on the first pay period after the 2019 wage opener ratification.

#### Phase 2:

The first pay period after September 1, 2019 all current employees hired on or before the date of ratification of the 2019 wage opener with a 1.0 FTE (40-hour work week) will receive \$250.00. All other current employees hired on or before the date of ratification of the 2019 wage opener will receive a pro-rated amount of \$250.00 based on their FTE status.

#### Phase 3:

The first pay period after December 1, 2019 all current employees hired on or before the date of ratification of the 2019 wage opener with a 1.0 FTE (40-hour work week) will receive \$250.00. All other current employees hired on or before the date of ratification of the 2019 wage opener will receive a pro-rated amount of \$250.00 based on their FTE status.

### Compass Housing Alliance Wage Opener Vote Schedule:

#### Wednesday, May 29, 2019

Jan & Peter's Place –  
4:00 pm- Diane

Shoreline Veterans Center -  
5:30 pm- Nallely

#### Thursday, May 30, 2019

First Presbyterian - 3:30 pm -Diane

#### Friday, May 31, 2019 - Diane & Nallely

Karlstrom - 5th floor conference room - 12:00 pm to 4:00 pm

Hygiene- 5th floor conference room- 12:00 pm to 4 pm

CSO- 5th floor conference room- 12:00 pm to 4 pm

Compass Day Center- 5th floor conference room- 12:00 pm to 4 pm

Pioneer Square Men's Program- 5th floor conference room- 12:00 pm to 4 pm

#### Tuesday, June 4, 2019

Compass on Dexter- 11:30 am - Diane

Maintenance at Compass on Dexter- 11:30 am – Diane

Cascade at Compass on Dexter – 11:30 am - Diane

Blaine – 4:00 pm - Diane

#### Wednesday, June 5, 2019

Nyer Urness - 10:30 am – Nallely

Renton Veterans Center – 11:30 am - Diane

Ronald Commons- 1:30 am - Nallely

Effective **January 1, 2019**, the following base rates of pay will be in effect (this reflects the 2% wage increase):

Job Title	Base	Base
Building Specialist <b>Program Assistant</b>	14.28	<b>14.57</b>
Case Manager I	18.22	<b>18.58</b>
Case Manager II (MSW)	19.70	<b>20.09</b>
Community Builder	15.76	<b>16.08</b>
Counselor	15.76	<b>16.08</b>
CSO Teller	15.76	<b>16.08</b>
Facilities Admin	20.69	<b>21.10</b>
Housing Facilities Assistant	14.78	<b>15.08</b>
Housing Navigator	17.73	<b>18.58</b>
Hygiene Attendant	15.76	<b>16.08</b>
Leasing & Operations Specialist	18.22	<b>18.58</b>
Maintenance Tech	19.21	<b>19.59</b>
Outreach Specialist	18.22	<b>18.58</b>
Recovery Support Specialist I	17.73	<b>18.58</b>
Recovery Support Specialist II (CDP)	19.21	<b>20.09</b>

Effective **July 8, 2019**, the following base rates of pay will be in effect for Program Assistants:

Job Title	Base	Base	Base July 8, 2019
Building Specialist <b>Program Assistant</b>	14.28	<b>14.57</b>	<b>15.00</b>
Case Manager I	18.22	<b>18.58</b>	18.58
Case Manager II (MSW)	19.70	<b>20.09</b>	20.09
Community Builder	15.76	<b>16.08</b>	16.08
Counselor	15.76	<b>16.08</b>	16.08
CSO Teller	15.76	<b>16.08</b>	16.08
Facilities Admin	20.69	<b>21.10</b>	21.10
Housing Facilities Assistant	14.78	<b>15.08</b>	15.08
Housing Navigator	17.73	<b>18.58</b>	18.58
Hygiene Attendant	15.76	<b>16.08</b>	16.08
Leasing & Operations Specialist	18.22	<b>18.58</b>	18.58
Maintenance Tech	19.21	<b>19.59</b>	19.59
Outreach Specialist	18.22	<b>18.58</b>	18.58
Recovery Support Specialist I	17.73	<b>18.58</b>	18.58
Recovery Support Specialist II (CDP)	19.21	<b>20.09</b>	20.09

**Questions: Please contact a CHA Bargaining Team member or Diane at [diane@opeiu8.org](mailto:diane@opeiu8.org) or 206-441-8880.**

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

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