



For Local 8 Members at Crisis Connections

March 25, 2021

Bargaining Continues...

Our Union Bargaining Team met with management on Saturday, March 20th. We focused our attention on Crisis Connections' "Work from Home Agreement." As you recall, we directed Crisis Connections to stop instructing members to sign this document until it was negotiated, and the Union could agree to the terms.

The Union presented a proposal outlining our interests:

- Standardizing the amount of notice required for a termination of remote work
- Limiting the amount of time management has to respond to a work from home request.
- Providing reimbursement for internet costs.
- Holding the employer responsible for providing the necessary equipment to perform one's job remotely (or providing payment to an employee for using their own equipment).
- Creating a plan on what to do if there is a power outage or equipment/technical failure.
- Standardizing the amount of notice required for an in-person meeting.

- Eliminating invasive in-house visits from management.

We are next scheduled to bargain on April 6th and 15th.



“We continue to remain strong and committed. We know our value and we deserve dignity and respect. What we demand is simple - a fair contract, one that acknowledges the challenging and critical services we provide the community.”

-Darby Robertson

Maintaining Status Quo

Following the Union certification, Crisis Connections is required to maintain the status quo while bargaining in good faith with the Union for the members’ contract. The employer should not create new or modify existing policies impacting wages, hours, benefits, or working conditions without notifying the union and satisfying our right to bargain.

Direct Dealing

The employer cannot legally negotiate individually with an employee about wages, hours, benefits or working conditions because in a unionized workplace, the employer is not allowed to “direct deal” with employees. This could include changing a policy and requiring members to sign off. Even if many members sign the same document, it is considered a "direct deal" if it has not been bargained collectively. An employer can’t hold you to the terms of something you signed as part of a “direct deal.” If you *are* directed to sign something and you are uncomfortable doing so, you can

write "signing under duress" next to your signature, then make sure to notify us immediately.

Insubordination

Do not defy an order from a supervisor unless they are directing you to do something that is illegal, in which case report it right away. Defying a direct order from a supervisor, even if they are asking you to do something that has not been bargained, could be interpreted as insubordination which could lead to disciplinary action, up to termination. We hold to the general rule "obey now, grieve later" - keeping track of these instances so we can fight them strategically and collectively. No employee should have to stand up to management alone.

Make sure to stay informed, especially during bargaining. If you would like to contact the Bargaining Team you can e-mail them at: ccbargainingteam@gmail.com

Union Bargaining Team:

Sonia Brown, 2-1-1
Elizabeth Duncavage, Crisis Line
SK Lewis, King County Crisis Line
Jonass Placitis, Crisis Line Volunteer Services
Darby Robertson, Crisis Line
Valerie Russell, 2-1-1
Stephen Stott, Community Training
Sarah Welch, Crisis Department

OPEIU Local 8 staff members:

Tara Powell, Union Representative: Tara@opeiu8.org, (206) 441-8880 x106
Nallely Flores, Union Organizer: Nallely@opeiu8.org, (206) 441-8880 x109
Valarie Peaphon, Union Negotiator: Valarie@opeiu8.org, (206) 441-8880 x103

Text Messages: Opt-in to learn about union negotiations, membership meetings, and actions in your workplace by texting "Local 8" to 97779 (message and data rates may apply).



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

Find us on  www.facebook.com/OPEIULocal8

psiel#1239/afl-cio