



For Local 8 Members at Crisis Connections

June 14, 2021

Bargaining Update

Our Bargaining Team met with management again on May 25th and June 3rd to continue negotiating our new contract. We talked about several subjects including seniority, retention of disciplinary files, the layoff process, and working from home. Please see some of the highlights of those conversations below.

- Management proposed eliminating the ability for employees to waive their lunch break in exchange for providing employees working from home with the basic equipment they need to perform their job (computer, monitor, mouse), including a small monthly allotment of \$35 for internet. This is unacceptable! The Bargaining Team is not agreeable- this isn't an equitable trade and doesn't even impact the same subset of employees. We understand this would result in a significant pay cut to a lot of employees who currently waive their lunch. Further, the Employer couldn't explain how this would work within the Crisis Department given known issues with scheduling and work flow.
- Management does not want to provide employees with access to review the funding contracts. We requested them so that all employees would know what is required so we could meet or exceed all performance expectations. Management shared they are not willing to have these documents available since Crisis Connections would no longer have control over who could see the information. Management's fear is people outside of the organization might see the contracts and make undercutting offers that could be harmful to Crisis Connections.

Welcome Letter

Our Welcome Letter was sent to the new CEO, Michelle McDaniel, on May 21st with an overwhelming number of employee signatures and it was positively received. Ms. McDaniel agreed that Crisis Connections employees are talented and dedicated and the "one consistent

bright spot.” We are hoping to build a positive relationship with Ms. McDaniel and it seems she is too.

Paystubs and Cost of Living Adjustment (COLA)

Continue to review your paystubs!

We are aware of several payroll concerns, most notably issues with employees not receiving shift differentials and not receiving additional compensation for waiving lunch breaks.

In addition, we have heard that some employees have not yet received their COLA increase this year. If you didn't receive a COLA increase on your anniversary, please let your manager know so they can correct it ASAP. If the issue is not resolved, contact your OPEIU LOCAL 8 Union Representative, Tara Powell.

OPEIU Local 8 has submitted an information request to Crisis Connections and we are in the process of investigating the pay issues that have been brought to our attention. We will continue to work with Crisis Connections to get all pay issues resolved.

Next Planned Bargaining Sessions:

June 24

July 12

July 26

Union Bargaining Team:

Sonia Brown, 2-1-1

Elizabeth Duncavage, Crisis Line

SK Lewis, King County Crisis Line

Darby Robertson, Crisis Line

Valerie Russell, 2-1-1

Stephen Stott, Community Training

Sarah Welch, Crisis Department

Shaun Whitcher, Teen Link

Please contact Tara Powell, Union Representative, with any questions or concerns at Tara@opeiu8.org or (206) 441-8880 x106



OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8

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