

Union ★
Update

OPEIU
Local



For Local 8 Members at Crisis Connections

September 13, 2021

Call for Bargaining Team Members

We need representatives from every department to ensure the contract works for every employee. We need one volunteer from each of the following:

- **211**
- **Warm Line**
- **Recovery Help Line**

To make your voice heard, volunteer by emailing Tara Powell at Tara@opeiu8.org. If you have questions about what being on the Bargaining Team entails, email ccbargainingteam@gmail.com for more info.

Short Staffing

We understand that current staffing levels need to be addressed ASAP! We appreciate the steps the employer has recently taken toward recruitment. To address retention, we provided a formal proposal to Crisis Connections on Friday that would implement an immediate pay differential to compensate employees who are having to work understaffed shifts and cover multiple desks.

Work from Home Agreement and Remote Work Equipment Agreement

We reached an agreement and can happily report the highlights contain:

- **A monthly internet reimbursement up to \$50/month**
- **Employer-provided equipment**
- **A fair and consistent process for application and appeal**
- **Reasonable timelines related to application, termination of remote work, being called into an on-site meeting, working during power outages, etc.**
- **Employees who are now working remotely are not subject to probation and will not have to apply to remain remote at this time.**

Moreover, we successfully rejected invasive in-home visits and an unrealistic pay back schedule for lost or damaged equipment.

More details will be shared when we have a signed agreement!

Paystubs and Entering Time

Getting paid correctly is essential and something that every employee should be able to rely on. We urge you to verify you've been properly compensated. Training on timecard entry has been inconsistent and inadequate and/or supervisors have been approving timecards incorrectly. We are working with Crisis Connections to remedy past issues and provide better training going forward. The Employer told us they've been working to develop Standard Operating Procedures and committed to provide all employees with explicit timekeeping instructions in the coming weeks.

Pay close attention to the following items:

- **Graveyard Differentials**
- **Waived Breaks (including a waived break for every 5+ hours worked)**
- **Timely Cost of Living Adjustments (COLA)**

Crisis Connections is not performing an agency-wide audit so if you think there could be a problem you need to notify your manager and contact your Union Representative, Tara Powell, at Tara@opeiu8.org. Through raising the alarm on this, we have already found that some employees are due between \$200 and \$2,000.

COVID-19

Crisis Connections is currently deciding whether they will require vaccination or regular testing of its employees. The Union will bargain over the impacts and implementation of this decision.

Upcoming Bargaining Dates

We next bargain on September 22nd and 24th.

Union Bargaining Team

Sonia Brown, 2-1-1

Elizabeth Duncavage, Crisis Department

SK Lewis, King County Crisis Department

Darby Robertson, Crisis Department

Stephen Stott, Community Training

Sarah Welch, Crisis Department

Shaun Witcher, Teen Link

Questions? Contact Union Representatives Tara Powell, 206-441-8880 ext. 106, Tara@opeiu8.org or Valarie Peaphon, 206-441-8880 ext. 103; Valarie@opeiu8.org.



OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8

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