



*For Local 8 Members at Tri-Cities Community Health*

*April 23, 2021*

## Greetings!

This update is the first of a series where I will identify areas of the contract, explain what the language means, and how it should be used in your everyday work life. I will also share information from our monthly labor management meeting and address other topics.

## Contract Spotlight

**Section 6.5 WEINGARTEN RIGHTS** *An employee may, upon request, have a Union representative of the employee's choice present at any meeting with the Employer that could reasonably lead to the employee's discipline, provided, however, that if the Union representative chosen by the employee is not available within a reasonable amount of time, the employee must select one who is. If the employee requests Union representation at such a meeting, the employee will notify the Employer and will be provided reasonable time to arrange for Union representation at the meeting. The Employer will notify the employee at the beginning of a meeting if it is reasonably believed that the meeting is to be investigatory and may lead to discipline. If the Employer has not informed the employee prior to the meeting of the meeting's investigatory purpose, the employee may request adjournment so as to enable the employee to secure Union representation.*

**Weingarten Rights are one of the most important parts of your union rights. One of the most important things to remember about your Weingarten**

rights is that you can make the request for representation at any point during a meeting. There are many times that a meeting will start out totally harmless and then change midway through. You have the right to say that you are uncomfortable with how the meeting is progressing and you would like representation, at that point the meeting should stop and be rescheduled at a time that you have a steward or your union representative present.

**Section 10.4 LEAD PAY** Employees assigned lead responsibilities by the Employer will receive one dollar (\$1.00) per hour in addition to the contract rate of pay. Assignment of lead responsibilities will be at the discretion of the Employer, but once assigned, such responsibilities may not be removed without at least four (4) week's notice to the impacted employee.

Lead Pay is a topic that has come up recently because departments have handled this in an inconsistent way. The consistency that we need to expect from the employer is that the contract is followed. The contract states that the employer has the discretion to assign Leads. The inconsistency has been addressed with Human Resources and I believe that all departments are now following the contract.

## **Labor Management Meeting Update**

Here is information from our last meeting;

- Several areas of the organization will be retraining in Athena
- Reception/HUC/Coordinator tiered ladder system is being reviewed and implementation should start soon
- Several policies are floating around about attendance and punctuality; we need to work with management to solidify an up-to-date policy
- OPEIU will now be invited to attend New Employee Orientation and meet with new hires

Our next Labor Management meeting is Wednesday, May 5<sup>th</sup> at 4:00. Do you have concerns that you would like to see addressed at our next meeting? Please contact Angie prior to Tuesday, May 4<sup>th</sup> so your concerns can be added to our next agenda!

**We need more leaders!**

Have you ever thought about being a TCCH Shop Steward?

TCCH Shop Stewards play a vital in building a strong union workplace and protecting all workers. Stewards represent workers in meetings with management that could lead to discipline, attend our monthly Labor Management Meetings, help mobilize co-workers to take action, introduce the union to new employees and much more.

Becoming a Shop Steward is an important step to build your membership into a strong and thriving group. Training is provided. Please contact Angie if you would like to learn more!

**Questions? Contact Angie Wedekind, Union Representative at 206-441-8880 ext. 122 or [Angie@opeiu8.org](mailto:Angie@opeiu8.org).**



**OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8**

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