



*For Local 8 Members at YouthCare*

June 28, 2021

## Collective Action Works!

Our collective message is consistent throughout our organizing effort and our first bargain; we want staff to be heard and valued in concrete ways, we want leadership to be more transparent and accountable, and we want our first contract to be innovative by pushing to exceed the status quo around racial equity, social justice, and workers' rights.

We continue to apply pressure on management to do more in this contract and to do more at YouthCare, for our sake and for the sake of the young people we serve. Board President Karen Jones' recent email demonstrates the power of our collective effort. Our proposals, like budget monitoring and bargaining unit member board participation, only serve to support the goals identified in this email. We must continue to hold management accountable. We will not accept words and gestures without measurable action.

## Where We Continue to Push

We have been discussing several outstanding issues recently at bargaining:

- **Notice of Layoff:** For several sessions, management has refused to compromise on their proposal that, in the event of unexpected loss of funding, employees who are laid off will receive *no* notice and *no* pay. Our team believes this is unacceptable and unreasonable. We continue to seek compromise that would provide the agency flexibility without forcing bargaining unit members into a financial crisis.
- **Introductory Period:** We hold firm that the Introductory Period is 90 days for all employees. Management wants to extend the Introductory Period for employees hired into Under-18 programs until 90 days after clearance, which can take up to 3 months or possibly longer. We are particularly vulnerable to termination during the Introductory Period because we are not protected by just cause. We believe it is inequitable for

employees in Under-18 Programs to potentially have an Introductory Period of 180 days or longer and continue to push back on this proposal.

- **Language Access:** We continue to seek compromise without diminishing the intent of our proposal. Management continues to reject our proposals that translations be written rather than verbal, stating that they are too burdensome or costly. When we asked for the specific cost of translating YouthCare policies, management admitted they had not costed out the project. We believe that language access is an equity issue, and that our peers whose skills are incredibly valuable to YouthCare are worth the investment.
- **Telephone Consult:** We have proposed that when we answer a work call on our off-time we get paid a minimum of 30 minutes. Management's position is that interrupting our time off with a phone call is only worth 15 minutes of pay.
- **Scheduling:** It has become clear through discussions of several proposals that management wants the option to change our schedules at any time with no notice or mutual agreement. We repeatedly stress to management that we have families and other important commitments. We need reliable schedules to plan and to recover from the very stressful and taxing work that we do.

## More Tentative Agreements

**Temporary Employee:** A temporary employee is hired for a limited duration shared at the time of hire. Temporary employees shall not exceed 960 hours. Extensions must be with mutual agreement with our union. Temporary employees are not part of the bargaining unit.

**Contracted Workers:** A contract worker who is employed by an outside agency is not considered a temporary employee. The Employer will notify the Union of all contracted workers assigned bargaining unit work. Contract workers are not part of the bargaining unit.

**Job Shadowing:** Allows bargaining unit members to shadow another position to gain experience and understanding about a role they may want to apply for.

**Meal Pay:** Staff who are required to work more than three hours unscheduled beyond the end of their regular shift will have up to \$20 to purchase a meal.

**Union Activity:** Employer agrees not to discriminate against an employee because of activity as a member of OPEIU Local 8.

**Termination Notice by Employee:** Employees who give two weeks notice will continue to work or be paid in lieu thereof unless terminated for just cause.

## ***Questions? Concerns? Reach out to a member of our Bargaining Team or Union Staff***

### **Bargaining Team**

Erin Halligan, Individual Giving Specialist, Development;  
Jocelyn Jones, Case Manager, South Seattle Shelter;  
Eugene Copeland, Case Manager, Orion;  
Hunter (Leo) Galicia, Youth Counselor, Isis/Ravenna House;  
Melissa Schade, Career Coordinator, Over 18 Housing;  
Tremell Collins, On-Call Youth Counselor, Over 18 Housing;  
Dani Schmitt, Career Coordinator, E&E;  
Oscar Rosales Castaneda, Case Manager, Under 18 Housing;  
Valeria Maganya, Case Manager, Under-18;  
Tireion Turner, Case Manager – Student Resource Navigator, Prevention

### **Union Staff**

Corinne Cosentino, OPEIU 8 Organizer at [corinne@opeiu8.org](mailto:corinne@opeiu8.org),  
Phoebe Feldsher OPEIU 8 Union Representative at [phoebe@opeiu8.org](mailto:phoebe@opeiu8.org)  
Diane Arnold OPEIU 8 Union Representative at [diane-shelby@opeiu8.org](mailto:diane-shelby@opeiu8.org)



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

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