

Union ★
Update

OPEIU
Local



For Local 8 Members at Solid Ground

January 13, 2022

Dear Solid Ground OPEIU Local 8 members,

Happy New Year!

Solid Ground management proposed changes to the Adverse Weather/Emergency Conditions policy aka Inclement Weather and our Union Labor Management Committee (LMC) Team is negotiating with management over their proposed changes. Initially, our LMC Team and management were negotiating with a Federal Mediation Conciliation Services (FMCS) Commissioner facilitator using “interest -based” bargaining. After one session Solid Ground management made the decision that they did not want to continue with either interest-based negotiations or the FMCS facilitator and brought in an attorney from Summit Law to represent Solid Ground management at the table with Clotia Robinson, Director of Human Resources.

Please find the Union LMC Team and management’s proposals below. Our Union LMC Team is especially concerned with the following: fair compensation on days designated as adverse weather/emergency conditions days, the need for protocol criteria for determining an adverse weather/emergency conditions day; prompt notification and timely updates to all employees; the need to include all worksites and programs. Currently the OPEIU Local 8 members at Solid Ground Transportation do not receive adverse weather/emergency conditions pay.

Union Proposal is:

Our Union LMC Team has proposed that all Solid Ground OPEIU Local 8 members scheduled to work either at work or at home when the facilities are officially closed will

be paid their regular rate of pay on an adverse weather/emergency conditions day and are not expected to work. (This is the current policy).

Employees who can get to work safely and who are deemed “essential” who report to the worksite will be paid for the time worked at their regular rate of pay in addition to their regular rate of pay and employees who can work from home and are approved by their supervisor to work from home will receive half of their regular rate of pay for all hours worked in addition to their regular rate of pay.

Management’s Proposal is:

1. When we close for inclement weather, employees who choose not to work will either be required to burn PTO or take the day unpaid.
2. Employees that (sic) are designated as essential workers who are required to come in would be paid an additional \$2.00 per hour for each hour worked.

The Union LMC Team and many bargaining unit members believe management’s proposal does not align with the organization’s mission for the following reasons:

- Employees cannot *choose* to work or not work
- Not all employees have job duties that can be performed from home
- Employees with childcare issues cannot work from home
- During adverse weather there are often electrical power and internet issues which can prevent the employee from working from home
- Employees may not have accrued personal leave available to use
- Employees may suffer a financial hardship
- Employees may not have their work laptops at home to work from home
- Hourly employees will not get paid for the day while the salaried employees scheduled to work on the day(s) will get paid.

The Union LMC has sent the latest Union proposal to management and we await a response which we will pass on to the bargaining unit.

If you have any question, please contact your Union LMC members or Diane Arnold or Shelby Mooney at diane-shelby@opeiu8.org or 206-441-8880 ext 115.

Union LMC Team -- Cynthia Linder, Omar Cuevas-Vega, Shana McCann, David Olivera, Susan Walsh and Chelsah Ratkowski.



OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8

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