

# Member Benefits

# OPEIU

Local 8

Welcome to the Office and Professional Employees International Union, Local 8, the labor union representing you and your bargaining unit co-workers.

Your Union is a non-profit employee organization—**protected by law**—where co-workers have united to improve and safeguard your wages, benefits and working conditions. Your Union also gives you a way to achieve respect and fairness on the job and gives you a stronger voice to impact employer decisions.



OPEIU Local 8 is led by workers. Our board is made up of members from workplaces all over the state.

**This brochure contains important information on your benefits as a Union Member. Keep it in a safe place.**

## What's on our website?

[www.opeiu8.org](http://www.opeiu8.org)

- ◆ Read your Union Contract
- ◆ Contact your Union Representative
- ◆ Apply for a Scholarship
- ◆ Hardship Fund for Members in Need
- ◆ Workplace Updates
- ◆ Calendar of Events
- ◆ More about Union Dues
- ◆ Register to Vote
- ◆ Member Benefits
- ◆ Know Your Rights
- ◆ Member Education

**...and lots of other resources!**



## OPEIU App

Check out the OPEIU App! Offered in Apple and Android formats, it's available for free at your favorite app store. Download it today!

## Your Union Contract

Your union contract is a legally binding agreement between your co-workers and your employer. The contract defines and guarantees your wages, benefits and working conditions. You can get a copy from your Shop Steward, Union Representative, the Local 8 office or at [www.opeiu8.org](http://www.opeiu8.org). Click the yellow "Find Your Contract" button on the right.



**OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8**  
1-800-600-2433 or 206-441-8880 ★ Fax: 206-441-0207 ★ [www.opeiu8.org](http://www.opeiu8.org)

Find us on



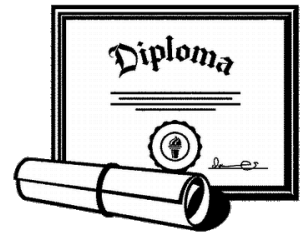
[www.facebook.com/OPEIULocal8](http://www.facebook.com/OPEIULocal8)

# Education Benefits

## OPEIU Free College Benefit (Associate Degree)

The OPEIU has partnered with Higher Education Partners (HEP) and Eastern Gateway Community College (EGCC) to provide OPEIU members and their families with the opportunity to earn an associate degree online for **free** — no out-of-pocket costs for tuition, fees or e-books.

Students study online and can earn an Associate in General Studies, Healthcare, Business Management (with focus areas in Information Systems, Labor Studies, Marketing, Advertising, and more), Criminal Justice, Paralegal, Teacher Education, Accounting and Professional Office Management. The OPEIU Free College Benefit is open to members in good standing, who are full-dues-paying members and their families. Family is defined as spouse, children, stepchildren, children-in-law, dependents and grandchildren. **For more information call 1-888-590-9009 or go to <https://freecollege.opeiu.org/>.**



## OPEIU Low-Cost Bachelor Degree Program

OPEIU has partnered with Central State University (CSU) in this program to earn a bachelor degree in Business Administration or Teacher Education Licensure and non-licensure (Pre K-5th grade) – with additional degree programs coming soon. It is available to OPEIU members in good standing, their children, stepchildren, financial dependents, grandchildren, spouses, domestic partners, parents, siblings, sons- and daughters-in-law. Family members do NOT need to be financial dependents or living with the member to be eligible. All courses are 100 percent online. The most you would pay in annual out-of-pocket costs is \$4,500 (\$187.50 per credit); for many, it will be significantly less and for some, even zero (depending on available federal grants). E-textbooks and fees are included in the out-of-pocket maximum. **For more information contact 1-888-897-9671 or visit [OPEIU.org](http://OPEIU.org).**

## OPEIU Student Debt Reduction Program

OPEIU members are eligible for the OPEIU Student Debt Reduction Program to help OPEIU members and associate members repay their student debt. The fund provides five awards of \$2,500 each year to a member who has completed an associate or undergraduate degree and who can demonstrate they have at least \$10,000 in student debt and their account is current. Annual application deadline is June 30.

## Scholarships

OPEIU offers **scholarships for union members and their families**. Application deadlines are generally in the spring. Check [opeiu8.org](http://opeiu8.org) for information, generally available in January of each year.



## OPEIU Insurance Benefits

**\$2,000 Life Insurance Benefit /**

**\$2,000 Accidental Death & Dismemberment Benefit**

As an OPEIU member, you are automatically enrolled. You become eligible after twelve (12) consecutive months of membership. A member's good standing and eligibility for these benefits is forfeited if the member is more than two (2) months in arrears in dues during the fourteen-month (14-month) period prior to death, exclusive of the month of death. A member who is not on the active payroll due to leave, disability or other similar circumstances remains eligible only if the member keeps his/her dues payment current. Only active members are eligible for this benefit. Once retired, a member is no longer eligible. *Provided by OPEIU International, these benefit claims will be paid by Amalgamated Life Insurance Company.*

## \$3,500 Accidental Death & Dismemberment

As an OPEIU member, you are automatically enrolled. No need to do anything. *Benefit claims will be paid by American Income Life Insurance.* You may get letters from Local 8 on behalf of AIL from time to time, reminding you of the benefit. There will be a card enclosed. You do not have to send the card in or meet with an AIL representative to be covered by this benefit.

*Keep this information with your important papers so your family would know to call OPEIU Local 8 for any survivor benefits.*

# Hardship Fund

Local 8 maintains a **Hardship Fund** which provides assistance to members who are experiencing an immediate, severe and temporary financial situation due to an emergency.



Be sure to check the OPEIU Local 8 website at [www.opeiu8.org](http://www.opeiu8.org) and click the "Member Support & Action" tab for details on these programs and others.

# Identity Protection

OPEIU members now have a defense against identity theft at no cost to you. The OPEIU has contracted with InfoArmor to provide technical support to help prevent identity theft and help restore your identity if you become a victim. Activate this benefit for free at [www.OPEIUIDProtect.com](http://www.OPEIUIDProtect.com) or visit [www.opeiu.org](http://www.opeiu.org) for more information. If you still have questions, please call 855-990-0994.



## UnionPlus Program

More than 40 UnionPlus benefits are available by going to [www.UnionPlus.org/opeiu](http://www.UnionPlus.org/opeiu). You can register online to receive the benefits for this program. The UnionPlus Program can provide help with education; finances; your home; health; discounts on travel and entertainment; credit counseling; legal services and much more. Some programs provide special help if you are facing financial hardship due to job loss, disability, high hospital bills, or layoff. You can also request a complete UnionPlus brochure from the Local 8 office at 1-800-600-2433 or [opeiu8@opeiu8.org](mailto:opeiu8@opeiu8.org).

*(New Members: if you're receiving this in a New Member Packet, the brochure may also be enclosed with the packet. Your membership starts once your Initiation Fee is paid and processed.)*

## AT&T Discount Offer

Through the UnionPlus Program union members are eligible to receive a 15% discount on various plans. Just provide Union ID (recent paystub showing that union dues are taken out – white out all of your personal information) and FAN #3508840 (#4924966 works too) at your local AT&T store or visit [UnionPlus.org/ATT](http://UnionPlus.org/ATT).

# OPEIU Towing/ Service Calls Benefit



Every OPEIU member in good standing (i.e. initiation fee paid in full) is entitled to two tows/service calls valued up to \$100 each per year for themselves and family living in the same household. This service program is through Nation Safe Drivers (NSD) and all calls should be made to this company only. OPEIU is not responsible for reimbursing members for calls made to other towing services, so please call the NSD number provided.

OPEIU's 24-hour Towing/Service Calls program includes:

- Free hook up and tow up to 15 miles
- Emergency roadside assistance
- Emergency lockout service
- Delivery of supplies

**CUT THIS  
OUT AND PUT IN  
YOUR WALLET**



### OPEIU Towing/Service Calls Benefit

For towing or service,

Call 1-800-617-2677

Producer Code: 74046 Plan Letter: B

If you have questions, call NSD Customer Service at 1-800-338-2680.

# Your “Weingarten” Rights

You have the right to union representation any time you face a meeting or discussion with a supervisor that could lead to discipline. Your employer usually has no obligation to inform you of your right to have a union representative present. **You must ask for your rights!** Your employer must give you time to contact a union representative and allow the representative to be present at the meeting.

“Weingarten”\* rights apply when a supervisor is questioning an employee to obtain information the employee reasonably believes could be used as grounds for discipline. If the meeting is solely to inform about a discipline without an investigation, these rights don’t apply. **Here’s what you can say:**

**“If this meeting is an investigation that could in any way lead to discipline or termination, I request that my steward or union representative be present before continuing.”**

Your employer may:

- (1) agree to your request and wait for the union representative to arrive or reschedule the meeting;
- (2) deny your request and end the meeting immediately;
- (3) give you the choice of ending the meeting or continuing without representation, or
- (4) deny the request and continue to ask questions. **You should then repeatedly but respectfully ask for union representation and protest the denial of your rights.**

(\*From a 1975 U.S. Supreme Court decision NLRB vs. Weingarten, Inc.)



Check out the award-winning **Weingarten Rights Shop Steward Training Video** at [www.opeiu8.org](http://www.opeiu8.org) and click on Stewards Corner.

## Office and Professional Employees International Union Local 8

### Main Office (Seattle)

2900 Eastlake Ave E Ste 220  
Seattle, WA 98102-3012

### Olympia Office

906 Columbia St. SW  
Olympia, WA 98501

### Contact for All Offices

Tel: 206-441-8880  
Fax: 206-441-0207  
Toll Free: 1-800-600-2433  
Email: [opeiu8@opeiu8.org](mailto:opeiu8@opeiu8.org)  
Web: [www.opeiu8.org](http://www.opeiu8.org)  
[www.facebook.com/OPEIULocal8](http://www.facebook.com/OPEIULocal8)



**Put our number in your phone!**

**My Union Rep is:** \_\_\_\_\_

Phone \_\_\_\_\_

Email \_\_\_\_\_

**My Shop Steward is:** \_\_\_\_\_

Phone \_\_\_\_\_

Email \_\_\_\_\_

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