

## BREAKING NEWS!

### OPEIU, SHA Reach Tentative Agreement on New Contract & “YES” Vote Fully Recommended by Union Bargaining Team

We began contract negotiations over a year ago. We set the course well aware that obtaining improvements wouldn't be quick or easy. Since then, your bargaining team met with management twenty times, union members have attended countless membership meetings, wore “I AM SHA” stickers, overwhelmingly voted down an unacceptable offer in January, signed and delivered petitions, emailed the Executive Director, attended and spoke out at SHA Board meetings and picketed with signs out front of SHA's central office. These collective efforts, combined with member solidarity and support have finally led us to a deal (see summary on other side).



Pickers at SHA's central office.

Throughout the bargaining process, the union has fought to negotiate a contract that would be fair to our members and fix SHA's broken pay system. We feel this tentative agreement will help get us there.

## Vote!

Members will have the opportunity to cast a ballot to accept or reject the tentative agreement at upcoming meetings (see list at left). At these meetings members will have the opportunity to review the full tentative agreement and have all questions answered.

If you are not able to attend one of the meetings listed, you may request an electronic ballot at [valarie@opeiu8.org](mailto:valarie@opeiu8.org) or you can vote by proxy by giving a co-worker permission to vote for you in a signed and dated note. Electronic ballots must be received no later than 12pm on Friday, September 23, 2016.



### Voting locations dates/times:

- **Monday, September 12<sup>th</sup>, 12pm-1pm:**  
CO, Jesse Epstein Conf Room  
190 Queen Anne Ave N
- **Wednesday, September 21<sup>st</sup>, 12pm-1pm:**  
NEW HOLLY, Break Room  
3815 S Othello
- **Thursday, September 22<sup>nd</sup>, 12pm-1pm:**  
HIGH POINT, Break Room  
6558 35<sup>th</sup> Ave SW
- **Friday, September 23<sup>rd</sup>, 12pm-1pm:**  
MLK/HOUSING OPS FACILITY,  
Conf Room A/B  
810 MLK Jr Way S

*All ballots will be tallied at the final meeting on 9/23*

# Summary of the Tentative Agreement:

## Compensation:

2016: 1.75% increase retroactive to January.

2017: 1.5%-3.75% increase based on CPI. An additional .5% increase to employees below midpoint of the pay range.

2018: 1.5%-3.75% increase. An additional .5% increase to employees below midpoint of the pay range.

**Compensation Committee:** will continue to meet to find acceptable ways to allow employees to progress through the pay ranges (*see info below*).

**Lead Pay:** Employees will receive \$3.00 per hour or a premium of ten percent (10%), whichever is greater, for hours worked as a lead in addition to their current hourly rate of pay.

**Lunch and Break Periods:** will remain the same!

**Promotions and Transfers:** An employee would receive an increase equivalent to the percentage difference between pay grades.

**Non-Discrimination:** Protected categories expanded to include gender identity, genetic information and political ideology.

**Overtime:** At the Employee's option, allowed to take comp time in lieu of overtime pay.

**Temporary Employment:** Clarify usage parameters to allow individuals the ability to work in two different temporary positions.

**Sick leave:** Expand sick leave to care for children of any age, grandparents and in-law relations.

**Leaves of Absence:** Allow up to 6 weeks of unpaid sabbatical leave after 10 years of employment (policy to be developed at Labor/Management meeting).

**Parental Leave:** Allow 4 weeks of paid parental leave (policy to be developed at Labor/Management meeting).

**Hardship Fund Check-Off:** Allow for members to voluntarily contribute through payroll deduction to the OPEIU Hardship Fund.

**Length of Contract:** 3 years (2016-2018)



## Compensation Committee

Rather than hold the contract up any longer over the issue of pay progression, a **Compensation Committee** will be created to continue this work! This committee is tasked with a critical job: **to develop a pathway of mobility within an employee's pay grade in addition to already agreed upon contractual wage adjustments.** The committee will consider options that include **measurable** and **specific** criteria. Being on the committee will require attendance at twice monthly meetings for the next six months (or until an agreement is reached) and the pledge to fully participate in the process. **The OPEIU Compensation Committee at SHA should be a diverse group of five (5) members who represent different geographic areas, years of seniority, departments and/or classifications.** There will be ballots available at the vote to volunteer to sit on this committee. **If there are more volunteers than slots available, an election will be held to determine the outcome.**

**Questions? Contact Valarie at [Valarie@opeiu8.org](mailto:Valarie@opeiu8.org)  
or 206-441-8880 ext. 103**

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**OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8  
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