

TDC Management Rejects Improvements for Employees **Union Negotiations Continue on Sept. 13**

Negotiations for a new union contract began on August 30. Co-workers **Jill Knapp, Pat Graber, Nadia Palama, Jenai Wong,** and **Sherry Dahl**, along with OPEIU Local 8 staff, make up your Union Bargaining Team. TDC is represented by Human Resources Director Kathy Gallington, an outside attorney and additional management/HR staff. The next negotiation session is on September 13.

Next Bargaining Update Meeting

Wage Proposal Discussion

Tuesday, September 13
5:00 pm to 6:30 pm

Kitsap Labor Council
11871 Silverdale Way NW
Silverdale, WA 98383

The OPEIU Bargaining Team was disappointed in management's flat out rejection of improvements needed to address wage inequity, job security and many other long overdue changes. TDC's offer of modest wage increases does not go far enough to improve standards, boost morale and reduce turnover, all of which ultimately impact patient care. The lack of transparency and involvement of employees and their unions in the partnership process with CHI Franciscan clearly demonstrates the need for a stronger employee organization where staff has a greater say in their workplace future. ***The status quo is not fine—changes are in order.***

A Summary of our Union Proposals & Improvements:

(A complete copy of union proposals will be available at the September 13 meeting.)

Fair Wage Increases—cost of living adjustments; wage equity with other health care providers; address being “topped out” on wage scale; increased differentials and minimums when transferred to higher classification.

Greater Job Security—limitations on subcontracting work and management rights; definitions of temporary and per diem employees; improved job posting procedures and promotion opportunities; updated job descriptions; greater protections for unfair discipline; right to negotiate over new policies; stronger layoff protections; improved grievance procedure language; successor language to protect jobs.

Improved Benefits—define federal and state leave laws; introduce a hardship fund; address paid time off accrual, long term illness bank and insurance benefits; introduce a medical leave provision; discussion of a sick leave donation bank.

A Strong Union—everyone joins and benefits. It's our best chance of making needed changes at TDC. OPEIU Local 8 is a non-profit employee organization funded from member union dues. Dues are 1.5% of gross wages (\$7.50 for every \$500). The initiation fee is waived. A union is the only way to ensure a balance of power in the workplace. **Everyone needs to pitch in and share the cost of a having a strong employee organization.**

Questions? Contact Cindy Schu at cindy@opeiu8.org or 1-206-441-8276

OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8
1-800-600-2433 or 206-441-8880 ★ Fax: 206-441-0207 ★ www.opeiu8.org

Find us on  www.facebook.com/OPEIULocal8

employer/DRS/2016/TDC update 9.6.16
psiel#1239/afl-cio