

Standing up for a Strong Future at Lifelong

We stand united behind our bargaining team’s vision of a stronger Lifelong, a Lifelong that values dignity, safety, respect, wages and benefits that recruit and retain great workers. Unfortunately, management proposed a different vision for Lifelong.

At our last bargaining session management proposed a contract which would have us go five years without an across-the-board wage increase! We know that our wages don’t keep up with the cost of living TODAY. Waiting five years for an across-the-board wage increase would mean losing money, as well as coworkers who care for our clients. Management’s proposals also come with takeaways to our time off and to our voice as a union.

Some of the key differences in our proposals and our vision for a future at Lifelong are:

A living wage and the ability to support our families

Union Proposal	Management Proposal
<u>August 2020</u> • At least a \$2 increase to every step of the scale and more to grade 24 to raise the wage to a living wage (\$18.50) • Credit for past experience • A new bilingual premium • Increase the number of steps to 20	NO. No increase to the existing wage scale.
<u>April 2021</u> A 4% increase to the scale	NO. No increase to the existing wage scale.
<u>April 2022</u> A 4% increase to the scale	NO. No increase to the existing wage scale.
<u>2023</u> Contract negotiation	Management has proposed that the wage scale would not increase throughout a five-year contract term.

Holiday, vacation and sick time

Union Proposal	Management Proposal
A vacation coverage process to encourage good communication and for management to take responsibility for covering time off	A vacation coverage process that is initiated by us as workers. An additional holiday – Election Day. A change in the calculation of overtime to exclude vacation and sick time (if you’re sick on a Monday and you work extra during the week, it’s not overtime unless you worked more than 8 hours of overtime).
Current (sick + vacation = total hours)	A PTO conversion from two separate banks to one PTO bank (with a temporary sick bank that expires in 2022).
<ul style="list-style-type: none"> • 0-12 months – 104 vacation + 96 sick = 200 hours • 13-24 months – 120 vacation + 96 sick = 216 hours • 25-60 months – 144 vacation + 96 sick = 236 hours • 61-108 months – 184 vacation + 96 sick = 280 hours • 109+ months – 224 vacation sick + 96 sick = 320 hours 	New – 40 hours upon hire. <ul style="list-style-type: none"> • 6-12 months – 72 hours. A loss of 88 hours! • 13-24 months – 152 hours. A loss of 64 hours. • 25-60 months – 168 hours. A loss of 72 hours. • 61-108 months – 208 hours. A loss of 72 hours. • 109+ months – 248 hours. A loss of 72 hours.
Max. accruals: 200 vacation hours 280 sick hours	200 hours. Any remaining sick time must be used by January 2022.

Safety

Union Proposal	Management Proposal
Safety language which guarantees PPE, site-specific safety plans, policies for assault, sexual harassment and protects against retaliation for reporting safety concerns	Agrees to follow the law in regards to safety.
Gender neutral restrooms at all sites or a process to achieve that	No.
	One less week to notify employees of lay offs.

Our voice as workers

Union Proposal	Management Proposal
A labor management process that allows for workers to come share what's happening and standing topics that include policy and contracts/grants review	NO. Management said no to additional members attending Labor-Management to describe concerns in our own words, and management proposed removing the existing standing items on equity and inclusion and healthcare.
Paid bargaining time that allows for our full team's presence	NO. And a take away on the existing provision of some paid time.
Additional time for workers to advance grievances	Limits time that Lifelong employees can file a grievance to one week.
New employee orientation, including paid time to orient new members and sharing email/phone numbers	NO. Management had initially agreed to pay delegates during the orientation but removed that proposal two months later.
	An unlawful limitation on who can be selected as delegate based on work performance (the union has filed an unfair labor practice).

We will not accept management's vision for Lifelong!



Our Bargaining Team

Adam Rocca, Housing CM, Pike
 Alyxx Berg, ADS, Bellevue
 Jimmy Minahan, MCM, Bellingham
 Laura Vega, MCM, Pike
 Zac Lawrence, EHIP, Lucile



"We have all been working incredibly hard this last year during COVID-19 and many of us have been carrying programs that are dramatically understaffed and limited in resources to do our jobs effectively. Social Services is often referred to as a thankless line of work. Management's proposal just perpetuates that stereotype of our work as thankless. By not giving us a COLA, our wages over five years will decrease. As a single mother I cannot afford to work harder for less money. How does Lifelong expect us to take care of our clients that we so proudly serve if we can't afford to take care of ourselves and our families? I support our bargaining team because we need Lifelong to do better."

Nicole Grant, Housing Case Manager, Pike Street

"I have been with Lifelong for less than a year and have seen or experienced too many high-risk situations that could have been mitigated with proper equipment and planning but were not. In my time at the Villages, I and my coworkers have been confirmed exposed to COVID-19 at least once, have had to use regular sick time to cover COVID-19-related absences like quarantine and vaccination side effects, and have endured multiple needle sticks. Lifelong must commit in our contract to the maintenance of appropriate standards of safety and health in our workplace, including measures to prevent occupational transmission of communicable diseases. We love our work and are committed to our clients and our communities, but we will not needlessly sacrifice the safety and health of ourselves, our clients, our coworkers, or our families. We are essential frontline healthcare workers for clients in crisis and we need and deserve safety and health language in our contract like the contracts of other such workers."



Erica Capra, Housing Case Manager, Tiny House Villages



"Management's proposal is a joke! It takes away many of the benefits that we have fought for years to win. There is no reason to propose something this dramatic. It's not even status quo, it takes us backwards. Management claims that they can't afford to give us any raises but told us at the bargaining session that they plan on spending 1.5 million dollars to expand management positions. These might be uncertain times, but management is asking us as employees to shoulder all of the burden and offering nothing in return. We need management to come to the table with a serious proposal that takes into account our very real concerns."

Zac Lawrence, EHIP