

March 18, 2019

Union ★
Update

OPEIU
Local



for OPEIU Local 8 members at Sea Mar Community Health Centers

Bargaining Update

We met with management on March 12th and 17th to bargain Sea Mar's inadequate and inconsistent response to the COVID-19 pandemic as well as your contract.

COVID-19 Update

We had a lot of questions for management regarding working conditions, safety, and overall expectations based on your feedback and the precautionary recommendations provided by the CDC. We understand that your health and safety must be a priority while you're on the front lines providing healthcare to the community.

We gave Sea Mar a comprehensive and common sense proposal addressing the COVID-19 outbreak based on the current CDC guidelines to keep all of us safe during this pandemic. We are waiting for management to respond and will provide updates as soon as possible. Our proposal includes:

- Providing employees the option to telecommute whenever possible;
- Rescheduling all non-urgent appointments including, but not limited to, standard dental exams and annual physicals;
- Compliance with CDC guidelines about providing all necessary personal protective equipment including N-95 masks, face shields, gowns and gloves and if Sea Mar cannot provide staff with these basic safety measures then services should be suspended;
- Mandatory site visits from Sea Mar Leadership to ensure all staff are properly trained when screening patients, cleaning facilities and handling patients who have been exposed or have COVID-19;
- Employees who are most vulnerable/high risk should have the option to telecommute or be placed on paid administrative leave; and
- Employees who self-quarantine or are quarantined by the Department of Health should be able to telecommute or be placed on a paid administrative leave.

We also advised Sea Mar of the need for additional patient screenings at the childcare development center, Cannon House and the Care Center. Management informed us they created a task force that is working on new protocols during this outbreak. We are in daily communication with Sea Mar Leadership about new developments and recommendations and we are working tirelessly to advocate for your health and safety.

If you do not have adequate supplies to safely perform your job, contact VirginiaRamos@seamarchc.org.

If you have been directed to perform work that puts you or Sea Mar patients at risk please email MaryBartolo@seamarchc.org and copy your Union Representative.

Contract Update

Although our focus has shifted to address this unprecedented pandemic and how it impacts health care workers, we continue to make improvements to the contract. We reached several Tentative Agreements in our last two bargaining sessions including:

- Assignment to a different clinic than you were scheduled, within your work unit, will be assigned by inverse seniority on a rotational basis;
- Exempt employees will not be required to use PTO for any absence less than 1 hour; and
- Creating a formal process for employees requesting a reasonable accommodation including a deadline for the Employer to respond.

We are headed back to the bargaining table on March 24th to continue bargaining working conditions as they relate to COVID-19 and your new contract.

Your Bargaining Team:

Rebecca Gonzalez, *BH Financial Specialist*, Vancouver BH
Kevin Menten, *Care Coordinator*, Vancouver
Nora Lagos, *Customer Service Rep*, Bellevue
Crystal Helsel, *Dental Assistant*, Vancouver WIC
Francis Tarango, *Dental Assistant III*, Mt Vernon
Maria Aguilar, *Teacher II*, Seattle
Julie Rasmussen, *Community Health Worker*, Marysville
Helen Angell, *Health Educator I (Teacher/BA)*, White Center
Noah Chasco, *HIM Clerk*, Bellingham
Amanda Xanthoudakis, *Medical Assistant, Certified*, Salmon Creek
Marketta Ferguson, *Medical Assistant, Certified*, Tacoma 11th Street Medical (homeless)
Marilee Bowden, *Medical Billing Specialist III*, Federal Way
Mary Crowe, *Licensed IMHT – Mental Health Therapist (Integrated)*, Vancouver BH
Laura Farley, *Mental Health Therapist III*, CSNW, Town Plaza

Erin Adamson, *Union Representative*, 206-441-8880 ext. 105, Erin@opeiu8.org
Diane Arnold, *Union Representative*, 206-441-8880 ext. 115, Diane@opeiu8.org
Shelby Mooney, *Union Representative*, 206-448-2615, Shelby@opeiu8.org
Valarie Peaphon, *Union Representative*, 206-441-8880 ext. 103, Valarie@opeiu8.org

Get involved and stay informed! Bargaining updates and so much more are available on our website at www.opeiu8.org or visit our Facebook page at OPEIU Local 8.

In response to the COVID-19 pandemic, OPEIU 8 has postponed some upcoming events.

Postponed Events

Shop Steward Training in Vancouver – Thursday, March 19
The North Regional Meeting – Saturday, March 28
Shop Steward Training in Moses Lake – Tuesday, April 14
The Shop Steward/Leadership Training – Saturday, April 25

These events will be rescheduled at a later date.

Visit our website



OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8

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