

April 30, 2020

Union ★
Update

OPEIU
Local



for OPEIU Local 8 members at Sea Mar

“When you have people together who believe in something – things happen.” -- Cesar Chavez

Our bargaining team met again with Sea Mar today, with the assistance of a Federal Mediator, to continue negotiations. We are fighting to secure:

- Continued healthcare benefits for all staff working reduced hours.
- Amending Sea Mar’s negative PTO program to be fair to workers.
- Ensuring holiday pay for all employees despite reduced schedules.
- Paid administrative leave when Sea Mar sends workers home due to possible COVID-related symptoms.
- Three days of paid administrative leave when a worker is exposed at work and is applying for L and I.

It is not enough for Sea Mar administration to only provide the bare minimum for workers. We want Sea Mar to demonstrate how they value workers by supporting and protecting us during this crisis. We are sacrificing a lot to care for our patients and for the safety of others; management needs to share that burden!

We are next meeting with Sea Mar and the Federal Mediator on May 4th.

Get Involved – Three Ways to Practice Solidarity

The Union is only as strong as its members. We ARE the Union! Staying united and acting together is how we put pressure on leadership to do the right thing. Retaliation is ILLEGAL. It is our RIGHT to organize.

1) Sign the petition now!

Show management that we stand together. Please take action now:

SIGN THE PETITION

2) Union Solidarity Day:

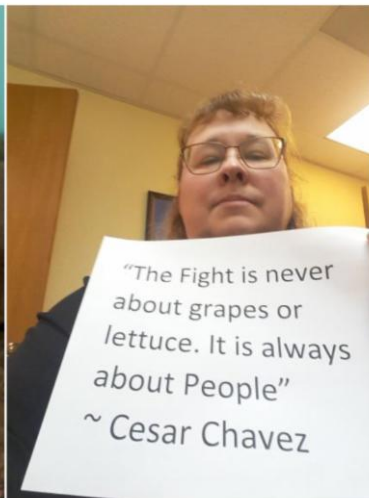
Every Wednesday our bargaining team is wearing black at the bargaining table. Show management we are unified and support negotiations by wearing black with us every Wednesday!

3) Send a selfie:

Help management remember that their decisions impact real people.

Take a picture with a message to management and forward it to phoebe@opeiu8.org or your Union Rep. We will be creating a collage to accompany the signed petition. Be mindful to do this on your break, lunch or after work and maintain social distancing guidelines. Below are some examples from our bargaining team:

- Respect our Work, Keep us Safe
- We deserve Respect
- STAR employees deserve better, Don't TELL us we're STAR employees, TREAT us like STAR employees
- Sea Mar works because we do
- What I do shows people what kind of person I am - Cesar Chavez
- Essential workers deserve respect!
- We care why doesn't Sea Mar
- Share in the Sacrifice
- We signed because _____,



Additional Protections for High-Risk Workers

The Governor's Proclamation 20-46 protects high-risk workers by giving certain workers the right to protect themselves from COVID-19 without jeopardizing their employment status or loss of income. The proclamation provides workers over the age of 65 and those with underlying health conditions a series of rights and protections, including:

- The choice of an alternative work assignment, including telework, alternative or remote work locations if feasible, and social distancing measures;
- The ability to use any accrued leave or unemployment benefits if an alternative work assignment is not feasible and the employee is unable to safely work on-site;
- Employers must maintain health insurance benefits while high-risk employees are temporarily off the job;

- and Employers are prohibited from permanently replacing high-risk employees.

<https://www.cdc.gov/coronavirus/2019-ncov/need-extra-precautions/people-at-higherrisk.html>

If you are considered High Risk under the CDC guidelines, please protect yourself by reaching out to your Human Resources Department and let them know you are High Risk and need an accommodation. In order to qualify, you will need to have your medical provider certify that you are considered High Risk under the CDC guidelines. These accommodations may include being temporarily redeployed to another position or telecommuting if feasible. If your employer is unable to make the necessary accommodations, you can apply for unemployment insurance under the emergency rule. Currently this proclamation is in effect until 11:59 p.m., June 12, 2020, unless extended beyond that date.

Can I apply for unemployment if my weekly hours have been cut, or if I am taking weeks off at a time?

Yes, if you are taking unpaid time off you are eligible for unemployment if you are off work more than 8 hours a week. Here is the link to more information: <https://esd.wa.gov/>

For more COVID-19 information visit the Union website:
<https://www.opeiu8.org/Home/COVID-19Information.aspx>

Are you having difficulty with your unemployment claim?

Contact the Unemployment Law Project for help at <https://unemploymentlawproject.org> or 1 (888) 441-9178. Please remember, unemployment insurance can provide temporary income to partly replace lost wages but it does not replace 100% of lost wages.

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

If you have questions, contact your Union Rep:

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
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Visit our website



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