

# Union Update

**OPEIU**  
Local



for OPEIU Local 8 members at Sea Mar

*Our bargaining team has secured a new 3-year contract with Sea Mar and is recommending a **YES** vote!*

## Zoom Informational Meetings:

In lieu of in-person meetings, and to minimize everyone's exposure, we are holding informational meetings by Zoom. To participate in these meetings please [download the Zoom](#) app to your smart phone and use the link that is listed below:

### Monday June 15<sup>th</sup>

6:30 pm - 7:30 pm

<https://us02web.zoom.us/j/82140304646?pwd=U1hKTlhQRzhHcC9YQ09iWXZOTXB4QT09>

to call in dial 253-215-8782  
meeting ID 821 4030 4646

### Tuesday June 16<sup>th</sup>

12:00 noon - 1:00 pm

<https://us02web.zoom.us/j/88425960120?pwd=ZVp1SkQ0MzRJVVpJOEtoWXZpenBBUT09>

to call in dial 253-215-8782  
meeting ID 884 2596 0120

### Tuesday June 16<sup>th</sup>

6:30 pm - 7:30 pm

<https://us02web.zoom.us/j/85057680558?pwd=NXZ5REJPY1F1TjdEc3hsdTFvRk16dz09>

to call in dial 253-215-8782  
meeting ID 850 5768 0558

## Online Voting Instructions:

**Online voting will be open starting June 12<sup>th</sup> at 9:00 am and continue through June 17<sup>th</sup> at 3:00 pm.**

Rules for Online Voting:

- You must be an OPEIU member in good standing.
- You can only vote 1 time.
- All votes must be submitted no later than 3:00 pm on June 17<sup>th</sup>
- Any votes cast after 3:00 pm on June 17<sup>th</sup> will not be counted

[Click here](#) to submit your vote.

Here is a link to the [full document](#) that shows the tentative changes you will be voting on. New language to be added is **underlined and in bold**, language we are proposing to delete is ~~struck through~~. Here is a link to a document that summarizes the changes (in both [English](#) and [Spanish \(en español\)](#)).

## Highlights Summary:

- Effective 7/7/20: Across-The-Board wage increase of 2% for each employee.
- Effective 3/28/21: Across-The-Board wage increase of 2% for each employee.
- Effective 3/27/22: Across-The-Board wage increase of 2% for each employee.
- Employees will receive a 2% anniversary step wage increase each year of the contract (2020, 2021, 2022). If your anniversary date fell between April 1, 2020 and June 7, 2020 then you will receive your step increase retroactive back to your

anniversary date. If you are at or above the top of the wage scale, you will receive your 2% increase retroactive to March 29, 2020.

- Inserted language that supervisors will be responsible for ensuring employee are able to take their breaks.
- Added inclement weather language to allow employees the choice to use PTO or take leave without pay if Sea Mar closes a facility.
- Streamlined the process for collecting and processing Union authorization cards for new employees.
- Added language that guarantees the Union time to meet with new employees at the employer's new employee orientation.
- Clarified that the uniform, progressive discipline system will include informal and formal counselings, written reprimands, performance improvement plans and/or suspensions and up to and including discharge.
- Improved documentation process for submitting resignation notice.
- Created seniority tie-breaker language for new groups (CSNW and Lakewood Pediatrics) recently acquired by Sea Mar using their original hire dates.
- Extended the amount of time an employee can be on medical leave and retain seniority from 6 to 12 months.
- Inserted language consistent with the law that leave of less than one hour will not require the use of PTO for exempt employees.
- Added language that PTO for medical/dental appointments submitted 10 working days in advance, or of an emergent nature, will not be denied.
- Accelerated the timing of PTO cash out for departing employees.
- Cinco de Mayo and Fourth of July holidays can be half-staffed.
- Allows for make-up time for employees working 4/10 schedules during a holiday week with management's approval.
- Expanded the application of bereavement leave to include spontaneous miscarriage or stillbirth.
- Added explicit reference to laws the Employer must abide by.
- Added language that any changes to insurance plans need to be negotiated.
- Strengthened process for correcting compensation errors which includes the Employer reimbursing possible overdraft or late fees.
- Updated language from workmens' to workers'.
- Solidified process and timeline for submitting accommodation requests.
- Three-year contract expiring on March 31, 2023.

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### ***If you have questions, contact your Union Rep:***

***Erin Adamson, Union Representative, 206-441-8880 ext. 105, [Erin@opeiu8.org](mailto:Erin@opeiu8.org)***

***Diane Arnold, Union Representative, 206-441-8880 ext. 115, [Diane@opeiu8.org](mailto:Diane@opeiu8.org)***

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***Valarie Peaphon, Union Representative, 206-441-8880 ext. 103, [Valarie@opeiu8.org](mailto:Valarie@opeiu8.org)***

Visit our website



**OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8**

