

Union ★
Update

OPEIU
Local



for OPEIU Local 8 members at Sea Mar Community Health Centers

Union Contract Now Available

Our 2020-2023 Contract with Sea Mar Community Health Clinic, including the wage scale, is available on our [website](#).

Important Information: Do You Drive Your Car for Work?

Check your auto insurance policy. It is important to ensure you're covered if something were to happen while using your car for work. Unfortunately, a Sea Mar worker was in a car accident while using their personal vehicle for work, and their coverage had an exclusion in their policy which stated they would not be covered for any accident if they were using their vehicle for work. The Union asked Sea Mar if their policy would cover this employee's circumstance but was told that Sea Mar's insurance does not allow them to add vehicles that are not company-owned. Check your policy and make sure your car insurance does not have this work exclusion. If it does don't delay in finding coverage that will better protect you. Please note, although you do not have auto insurance coverage through Sea Mar, you would be eligible for Workers Compensation Insurance if you were injured in a car accident while working, except during lunch breaks and when traveling to and from work.

Are You Considered High Risk and Feeling Pressured to Return to Work?

Sea Mar has an obligation to keep you safe during the pandemic and WA state of emergency. If you are High Risk, check out the [COVID page](#) on the Union website. If you are High Risk, Sea Mar must either provide you the option to work from home, if available, or allow you to take a leave of absence. You may be eligible for Paid Family and Medical Leave benefits through the new state program or Unemployment benefits. Diana Phillips handles FMLA for Sea Mar. If you need a reasonable accommodation to continue to work from home, Sea Mar requires documentation of your high-risk status from your provider. Medical conditions do not need to be disclosed.

[Washington State Proclamation](#) for high risk provides the criteria for who is high risk.

Is COVID Affecting Childcare Accessibility During Work Hours?

Sea Mar has approved alternative work schedules on a case-by-case basis due to childcare issues.

Please note these reductions affect your PTO accrual and your healthcare coverage (if you work less than thirty hours per week). If you can't secure childcare during the COVID pandemic, you may qualify for unemployment under "good causes" but this is ultimately determined by the Washington Employment Security Department (ESD) on a case-by-case basis. You may also qualify for partial unemployment if you are working a reduced schedule because of childcare.

Are You Having Trouble Accessing a Sea Mar Dentist?

Workers have raised frustrations about the inability to make personal dental appointments at Sea Mar Clinics, even for emergency procedures or other necessary procedures that aren't performed at your regular clinic. We shared these concerns with Sea Mar. Sea Mar insists they have enough providers to care for their employees. If you are having trouble accessing dental care at a Sea Mar Clinic or the clinic nearest you doesn't perform the procedure you need, please email Mary Bartolo and cc your Union Representative with as much detail as possible. Sea Mar needs to hear from you if there are problems with accessing dental care!

Your Union Representatives:

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

Upcoming Events:

Southwest Regional Meeting: Race and Equity in the Labor Movement
Saturday, Oct. 24, 9:00 a.m. – 12:30 p.m. *Register by noon today!*

Shop Steward/Leadership Training: Washington Paid Family and Medical Leave
Tuesday, Nov. 17, 6:00 – 7:30 p.m.

Sign up for future meetings [online here](#) or email Sally@opeiu8.org.

Want to stay informed about union negotiations, meetings, and actions in your workplace?

Text **Local 8** to **97779** to receive text updates.

It will prompt you to let us know your name and where you work to make sure you get the right updates. (Message and data rates may apply).

Visit our website



OPEIU Local 8 | 800-600-2433 | Fax 206-441-0207 | opeiu8@opeiu8.org | www.opeiu8.org

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