

Union ★
Update

OPEIU
Local



for OPEIU Local 8 members at Providence Regional Medical Center Everett

Where's our Contract?!

Dear OPEIU Local 8 Members at PRMCE,

Just as we were finalizing our 2019 – 2022 union contract, COVID-19 hit. The Union spent most of the Spring and Summer addressing those issues that evolved with the pandemic. By September, we had finally resolved the confusion around pay rates and confirmed the accuracy of the wages and step increases for Appendix "A." We thought we were ready to sign the Agreement and print new contract booklets for everyone.

To our amazement, PRMCE has now come back and claims the Union gave up the ability to cash-out your unused PTO at the end of the year. No one on your Bargaining Team, including your Union staff negotiators, remembers that ever happening in contract negotiations. Most important, the Employer Offer that was ratified by an overwhelming majority contains NO mention of that concession. Too many members count on that benefit to have not identified that take-away during the contract vote.

Although PRMCE has offered to allow the OPEIU bargaining unit to cash-out your PTO for the next 2 years, they want the benefit to expire after December 31, 2022 – leaving us to fight for getting it back. Your Bargaining Team and union leaders don't believe that's right! We don't agree that we gave up the benefit or that it should automatically end when the contract expires.

So what happens next?

Unless we agree to give this benefit away in 2 years, PRMCE will most likely not allow any PTO cash-outs until our dispute is resolved. The resolution process means filing a grievance, submitting it to arbitration and having a neutral "judge" decide if the parties agreed to discontinue the PTO cash-out or not. The Union is confident we will win this fight but unfortunately it will take several months. **As part of our settlement, we will be asking that any 2020 requests to cash-out PTO be honored – so be sure to submit your election form by Thursday, December 19 per policy and keep a copy for later.**

Although we do not have a signed contract yet, ***all other terms and conditions we bargained are already in effect and implemented.*** Your raises and other benefits we won are active, including a 2.75% wage increase for everyone in November. You can find all the changes outlined in the document titled "Ratified Agreement" on our [website](#).

We won't give up and we won't give in!

Our Labor/Management Committee meets monthly with PRMCE representatives. The group discusses employee issues and concerns to try and resolve them. If you have a concern or are interested in participating on this Committee, please reach out to a Shop Steward or OPEIU staff. It's a great way to have your voice be heard. The Union Members

currently serving on the Labor/Management Committee are:

Tara McIntosh, Records Specialist

Sage Haugh, HCNA

Lucy Lopez, Cook II

Many thanks for their involvement in the Union and their dedication to their co-workers!

With the holiday season here and COVID-19 cases in Washington State continuing to soar – your own dedication and sacrifices in caring for our community deserves both deep appreciation and respect. Your Union staff and fellow OPEIU Local 8 Members wish you safe holidays and a very happy New Year!

Questions?

Please reach out to Union Representatives Ida Kovacic at ida@opeiu8.org/ 1-800-600-2433 ext. 117 or Patrick Pedersen at patrick@opeiu8.org or 1-800-600-2433 ext. 121

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

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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).

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