

Union ★  
Update

OPEIU  
Local



*For Local 8 Members at CDM Caregiving Services*

*January 7, 2022*

## Hazard Pay Continues

CDM has received additional temporary Hazard Pay from the state which will be in effect from January 1, 2022 – March 31, 2022. The new Hazard Pay amount from the state is \$2.22 per hour for every hour actually worked. Hazard pay will not apply to any paid hours that are not worked, such as Paid Time Off (PTO), PPP, Bereavement Leave or any other paid leaves. This Hazard Pay rate of per hour will be paid on all hours worked through March 31, 2022.

### **Unexpected change creating an unfunded increase in per-hour charge for your Health Insurance.**

Effective July 1, 2021, the Health Benefits Trust has increased the rate-per-hour charge to the agencies by one cent (\$0.01). CDM is not being reimbursed by the state for this one-cent increase. CDM is not able to cover the increase but has agreed the reduction will not go into effect until January 1, 2022. Where the (\$0.01) comes from will be decided by a vote of union members. Neither the Union nor CDM knew about this increase prior to settling our Union Contract last summer.

**Why the increase?** This increase is because the Health Trust has re-calculated the cost of the health care plan based on usage of the Washington Paid Family and Medical Leave, and FMLA which requires that Health Benefits are maintained for up to 12 weeks while out on leave. Unfortunately, CDM is not obligated to cover it since the

state is not reimbursing them for the additional cost. This applies to all workers regardless of whether you access the insurance or not.

## So, what's next?

### We need to Vote on where the one-cent reduction will come from.

There are two options to choose from described below. The option that receives the most votes will be where the one-cent reduction will be applied.

1. I prefer the reduction come from the employer-paid contribution to my 401 K reducing the current fifty-three cents (\$0.53) per hour to fifty-two cents (\$0.52) per hour. Then, on July 1, 2022, the 401 K will increase to fifty-four cents (\$0.54) rather than fifty-five cents (\$0.55) as previously bargained. I understand this will reduce the total of employer contribution to my 401K by one cent per hour over the life of the contract.
2. I prefer the reduction come from my wages, reducing my current wage by one cent (\$0.01) per hour. I understand this will reduce the total wage by one cent per hour over the life of the contract.

## Information meeting details

We are holding an informational meeting on January 11, 5:30-6:30 p.m. over Zoom to answer questions. To participate in this meeting, please [download the Zoom app](#) to your smart phone or computer then use the link below to ask questions on January 11<sup>th</sup>.

<https://us02web.zoom.us/j/87820316578?pwd=YW1RcXNGSWlublBxQWJMOTVUNkwxUT09>

Meeting ID: 878 2031 6578

Passcode: 817374

One tap mobile

+12532158782,,87820316578#,,,,\*817374# US (Tacoma)

Dial by your location

+1 253 215 8782 US (Tacoma)

Meeting ID: 878 2031 6578

Passcode: 817374

## How TO VOTE!!

- Online voting opens on Tuesday, January 11<sup>th</sup> at 5:00 p.m.
- Voting ends on Friday, January 14<sup>th</sup> at 3:00 PM. Votes received after 3:00 PM on January 14 will not be counted.
- Members must be in good standing in order to vote.
- A link to the electronic ballot along with the Voting Options will be emailed to your personal email on January 11<sup>th</sup> with additional reminder emails to VOTE on January 14<sup>th</sup>. (Please check your junk/spam folders if you do not see it in your inbox).

**Questions? Contact Union Representative Tara Powell at (206) 441-8880 ext. 106 or [Tara@opeiu8.org](mailto:Tara@opeiu8.org)**

