

Union ★
Update



For OPEIU Local 8 members at King County

April 7, 2020

NOTICE TO MEMBERS OF THE KING COUNTY COALITION OF UNIONS

**RE: Memorandum of Agreement (MOA)
Regarding COVID-19**

The King County Coalition of Unions has been actively negotiating over additional protections for represented members during the unprecedented pandemic caused by COVID-19. We are happy to report to you that as of today, we have reached an agreement with King County that provides further protections for thousands of Coalition members. ***In sum, we have secured access to a minimum of 160 hours of full-time paid leave (Federal and County) and subsequent options to utilize COVID-19 or Donated Leave. Here are some of the highlights:***

Emergency Paid Sick Leave (EPSLA):

Effective April 1, 2020, members will have access to 80 hours of EPSLA as covered under the Families First Coronavirus Response Act (FFCRA) for the following reasons:

1. The member is unable to work because they are quarantined, and/or experiencing COVID-19 symptoms and seeking a medical diagnosis; or
2. The member is unable to work because of a bona fide need to care for an individual subject to quarantine, or care for a child (under 18 years of age) whose school or child care provider is closed or unavailable for reasons related to COVID-19
3. The member is experiencing a substantially similar condition as specified by the Secretary of Health and Human Services, in consultation with the Secretaries of the Treasury and Labor

For more information on the FFCRA, feel free to visit the Department of Labor website.

All EPSLA will be paid at the employee's regular rate of pay which is better than what is required by the law!

Paid Administrative Leave (PAL):

Effective on the first pay period in April, Coalition members will be allowed to use up to 80 hours of PAL for the following reasons:

1. Members who are sick with COVID-19 or taking care of eligible family members with COVID-19;
2. Members who are sick with COVID-19 symptoms and must stay home;
3. Members who fall into CDC high-risk categories who cannot telecommute and do not want to come into the workplace;
4. Members who are not high-risk but are directed by a Health Officer or qualified medical professional to quarantine because of potential exposure to COVID-19 and who cannot telecommute; and

5. Members who are home because their child's school or childcare facility is closed and who are unable to work or telecommute.

This leave was established for all members in addition to the EPSLA prior to requiring the usage of any alternative leave bank.

COVID-19 Leave and Donated Leave:

Members continue to have access to the COVID-19 Paid Leave and Donated Leave Programs.

Telecommuting, etc., Personal Protective Equipment (PPE), etc.:

The MOA emphasizes increased access to telecommuting and PPE for those that are required to work on-site as well as priority reinstatement for any TLT or STT whose work may be suspended during this time.

Should you have any questions, please contact Ida at Ida@opeiu8.org or call 206-441-8880 extension 117. This was a huge victory for represented employees in King County and it wouldn't have been possible without the incredible work of our Coalition membership during this time.

In Solidarity!

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