

**Union** ★  
**Update**

**OPEIU**  
Local



*For OPEIU Local 8 members at Solid Ground*

*April 23, 2020*

Dear Solid Ground OPEIU, Local 8 Members,

We hope this update finds you and your families safe and well. Thank you Solid Ground members for all your continued work in our community in this uncertain, ever-changing time.

## **Labor Management Committee**

Our Labor Management Committee Team met with management remotely on Wednesday, April 22, 2020 and discussed many topics associated with COVID-19 and the supports needed to keep our co-workers and program participants healthy and safe. Our LMC Team had many concerns, questions and ideas which Colleen Goodwin agreed to look into and get back to us with next steps. We will pass on all the information we receive and continue to advocate for sound procedures to protect us all.

**The following are our concerns/agenda items:**

Some Mercy Housing staff are not wearing Personal Protective Equipment (PPE) and following proper social distancing recommendations at the Sandpoint campus. When Mercy Housing was questioned by Solid Ground

staff why they were not masked, they were told that Mercy Housing did not have PPE. Solid Ground has shared PPE with Mercy Housing but some staff are still not wearing it. This includes the Mercy Housing maintenance crew. Colleen will contact Umberto and Dee so they can investigate why Mercy Housing is not wearing PPE; if Mercy Housing has PPE; if the proper cleaning protocols have been implemented and followed, particularly in high touch areas as well as to remind their staff of the proper social distancing recommendations. All reports of Mercy Housing staff not wearing proper PPE and practicing social distancing should be reported to Human Resources so the problem can be corrected and any improvements noted.

Speaking of PPE, Colleen will put out a communication to all Solid Ground staff listing the point person at each worksite to request PPE when your supplies are running low. Be sure to contact them and let them know what you need well before your supplies get too low because availability and delivery times may be longer than normal.

Solid Ground participates in the weekly King County Public Health call. Colleen stated that the Public Health Department came to the Sandpoint and Broadview sites for tours so they can provide Solid Ground with recommendations on protocols and procedures to adopt to keep all staff and program participants safe, such as, which staff should be notified of COVID-19 positive cases or exposures so Solid Ground and Mercy Housing staff can support the program participants and families in their recovery and their quarantine period; protocols for limiting guests of program participants; log tracking system for guests who visit program participants in the event of COVID-19 exposure (this is happening at one building); requirements for when and where staff and program participants wear PPE.

On April 7, 2020 our Union presented several proposals in a Memorandum of Understanding to Solid Ground management asking for the following:

- Hazard pay of \$8.00 per hour for all employees who report to a worksite to work or work directly with program participants retroactive to March 22, 2020 until the Governor discontinues “safety at home” measures.

- Adequate supplies of face masks, gloves and the recommended bleach concentrate/cleaning supplies to all maintenance and cleaning staff for the duration of the pandemic.
- Provide anti-dust nonwoven N95 masks to all the maintenance and cleaning staff.
- Effective face masks, gloves and gowns for all staff entering units for room/unit checks or inspections.
  
- Paid administrative leave for the following employees:
  1. All employees in the high-risk categories, as deemed by King County, who work directly with program participants and are not able to perform their essential job duties remotely. These employees are encouraged not to report to work but may report to work if they choose to do so.
  2. All employees who show symptoms of the COVID-19 virus or are experiencing flu-like symptoms.
  3. All employees who are exposed to the COVID-19 either from a co-worker, program participant or outside of work interaction and must quarantine.
  4. All employees who are unable to secure childcare because their children's school is closed due to COVID-19.

Management has not responded, but Colleen stated that a group is working on it and will provide our LMC Team with a date when we can expect a response.

## **Update on search for President & CEO and Human Resources Director**

The survey to all Solid Ground staff which was used to develop the competencies for the President & CEO position is complete and management and the Board of Directors' personnel committee is finalizing the job description. Human Resources will send a communication on the progress and next steps. Additionally, the search for a Human Resources Director will begin once the job description has been review and updated.

If you have any questions or comments, please contact your LMC Team: ***Cynthia Linder, David Olivera, Danthanh Trinh, Adriana Lasso-Harrier, Olivia Mansker-Stoker, Chelsah Ratkowski, Susan Walsh*** and ***Diane Arnold, Union Representative*** at [diane@opeiu8.org](mailto:diane@opeiu8.org).

***Questions about COVID-19 benefits?*** Visit our COVID-19 page at <https://www.opeiu8.org/Home/COVID-19Information.aspx>



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