

Union Update

OPEIU
Local 

for Local 8 Members at SEA MAR COMMUNITY HEALTH CENTERS

February 19, 2019

Class Action Grievance

The Union disagrees with Sea Mar's interpretation and application of the Inclement Weather Conditions Policy and has filed a grievance on behalf of all members. The Union asserts that employees should be able to choose whether to use PTO or Leave Without Pay to account for time during severe weather. We do not believe the policy requires the use of PTO and only allows for Leave Without Pay to employees who do not have PTO available. Though we understand most employees may choose to take PTO in order to receive a full paycheck, the choice should be yours! The policy also does not stipulate that staff must use their PTO if they decide to leave early or not report to work due to safety concerns if the clinic is not closed.

Minimum Wage Increases


The federal government has mandated a nationwide minimum wage of \$7.25/hour. However, states are able to set their own minimum wages, independent of the federal government. Washington State's minimum wage recently increased to \$12/hour and some cities and counties have further improved upon the State's minimum wage. For example, in Tacoma the minimum wage is now \$12.35/hour and in Seattle it is \$16.00/hour.

As such, Sea Mar has a legal obligation to abide by these various standards. Instead of paying employees within the same position differently based on the city and/or county their clinic resides within, Sea Mar has agreed to observe the highest applicable minimum wage.

This means any position that was being compensated at less than \$16.00/hour as of January 1, 2019 would be brought up to \$16.00/hour. If this constituted at least a 4% increase, those employees would then not receive their Step or COLA increase in 2019. Essentially, this means these employees received their increases early.

employer/Sea Mar/Sea Mar Community Health/2019/Sea Mar Update 2.19.19.indd
psiel#1239/afl-cio

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Medical Assistant Increases

Sea Mar has had great difficulty retaining and recruiting Medical Assistants. In order to better compete in the market, there will be a \$2/hour increase for MAs beginning March, 2019. As a result, Sea Mar will expect a new Provider to MA ratio of 1:1.5

Yearly COLA Increases

As negotiated, the 2% Cost of Living increase goes into effective March 31, 2019.

Rest Breaks

Don't go without your break. Per Section 13.4 of our Contract, Sea Mar will create a daily break schedule. Rest Breaks shall be taken on an uninterrupted 15 minutes basis and taken as nearly as practical during the middle of each 4-hour period, but not beyond the 3rd hour of work. If you know that it looks like you are not going to get the break as scheduled **you must notify your supervisor.** If your supervisor does not make arrangements for you to go on a break, you need to fill out the **Missed or Late Break and/or Meal Period Form** which can be found on Sharepoint or on the [OPEIU website](http://OPEIUwebsite). The form contains instructions: copies must be sent to both Mary Bartolo at marybartolo@seamarchc.org and the Union at opeiu8@opeiu8.org. We can mutually track and review where and why workers are not getting breaks at monthly Labor/Management meetings. This form should also be filled out if you miss your meal period or are not getting a full hour break. Employees will not be required to take their meal period until at least 3 hours after starting work, or less than 3 hours before the end of their shift. Meal periods must be taken between the 3rd and 5th hour of work.

On-the-job Injury or Illness

Sea Mar has an on-the-job [injury and illness procedure](#). Please follow this procedure if you experience an on-the-job injury or illness. If you have any questions, please contact your Union Representative.

Questions? Contact your Union Representatives
Diane Arnold, 206-441-8880 ext. 115 or Diane@opeiu8.org;
Shelby Mooney, 206-448-2615 or Shelby@opeiu8.org;
Valarie Peaphon, 206-441-8880 ext. 103 or Valarie@opeiu8.org

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