

Union ★
Update

OPEIU
Local



For Local 8 Members at Coastal Community Action Program

January 18, 2022

Upcoming Union Meeting via zoom or call in, Wednesday January 26, 2022, at 6:30 PM to answer any questions you may have, and to check in with each other. ***More details below.***

[Here is the link to download a zoom app](#) to your computer or mobile phone.

Hazard Pay Continues

Coastal CAP 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 will be \$2.28 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). Coastal CAP is not being reimbursed by the state for this one cent increase. Coastal CAP 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 Coastal CAP knew about this increase prior to settling our Union Contract last fall.

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, Coastal CAP 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 sixty-three cents (\$0.63) per hour to sixty-two cents (\$0.62) per hour. 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.

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Zoom link and to call in instructions:

<https://us02web.zoom.us/j/89542547418?pwd=cVUzTUd6cXhIQ2NYL0p1bnFib0RpZz09>

Meeting ID: 895 4254 7418

Passcode: 586204

To Call in Dial **1-253-215-8782** Meeting ID 895 4254 7418 Passcode: 586204

Online Voting Instructions as well as link to vote will be sent via email **Wednesday, January 26**. Voting will begin after our informational meeting and will conclude on **Friday, January 28th at 4 p.m.**

Questions? Contact your Union Representatives, Diane Arnold and Shelby Mooney, 206-441-8880 ext. 115 or diane-shelby@opeiu8.org.

