



For Local 8 Members at Crisis Connections

January 24, 2022

With the recent increase in COVID-19 cases, we wanted to remind folks that the Union negotiated an agreement with Crisis Connections that includes:

- **Up to 4 hours of paid leave** per vaccine dose (for Employees who schedule their vaccine during their work shift) and/or to obtain a COVID-19 test (if the Employer requires an Employee to receive one).
 - Record this time as “Other Work” in Paylocity with a note indicating the time was used for obtaining a vaccine or a COVID-19 test.
- **Reimbursement** for any costs associated with obtaining a vaccine or a COVID-19 test that is required by the Employer, including transportation costs.
 - Ask your supervisor for the updated 2022 reimbursement form.

[The agreement can be reviewed in its entirety here.](#)

MOU between Crisis Connections and OPEIU Local 8 RE: COVID-19 Vaccination Mandate

- a. The Employer will provide employees with up to four (4) hours of paid leave per vaccine dose, for employees who schedule their vaccine during their work shift. This is to include travel time, with reasonable transportation costs reimbursed. Reimbursement shall be submitted via the Employer’s standard form for mileage and cost reimbursement available through HR and on SharePoint. Employees who, after January 1, 2021, took accrued paid leave to receive the vaccine may have up to four (4) hours credited back to their

accounts; provided that employees supply proof of vaccination containing the date of the vaccine dose that coincides with the paid time off request, and that such documentation is submitted by December 17, 2021.

- b. Any employee experiencing negative symptoms from receiving the vaccine doses shall use accrued paid leave to recover. If an employee does not have sufficient accrued leave available, then the employee may be placed on unpaid leave for up to three (3) work days to recover from the negative side effects. Employees will not be required to provide verification of side effects and the Employer understands that side effects differ in severity and specificity.
- c. If the Employer requires that any employee receive a COVID-19 test, the employee will be allowed up to four (4) hours of paid time off to obtain testing and the Employer will reimburse costs associated with testing, if any apply. Such employees will be required to work from home until they receive a negative test result. If an Employee is not required to get tested but chooses to do so voluntarily, then the Employee will be allowed to use any accrued unused paid leave benefits to get tested.

Whether at work, home, or out in the community, your health and safety are important. Let us know if you have questions about COVID protocols at Crisis Connections or ideas on what other measures could be put in place on-site to better safeguard against the spread. Please be careful out there!

The CDC recommends:

- Getting vaccinated;
- Wearing a mask;
- Staying 6 feet away from others;
- Avoiding crowds and poorly ventilated spaces;
- Testing to prevent the spread;
- Washing your hands often;
- Covering coughs and sneezes;
- Cleaning/disinfecting high touch surfaces; and
- Monitoring your health for symptoms.

Questions? Contact Union Representative Tara Powell, 206-441-8880 ext. 106 or Tara@opeiu8.org



OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8

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