

Union ★
Update

OPEIU
Local



for OPEIU Local 8 members

How is OPEIU Local 8 Responding to the Vaccination Mandate?

Many of you work for Employers that have introduced mandatory vaccination policies since Governor Inslee issued Proclamation 21-14 ([proclamation](#)) that requires most state employees, educators, health and long-term workers to be fully vaccinated against COVID-19 by Monday, October 18. In order to comply, the final vaccine dose must be received by Monday, October 4, to be fully vaccinated two (2) weeks later.

We have filed “Demands to Bargain” with every Employer that has put forward a mandated vaccination policy. Under current COVID-19 circumstances, the Union may bargain over the “impact and implementation” of the vaccination mandate but not the decision to require full vaccinations. Our goal is to bargain protections for workers getting fully vaccinated while ensuring everyone understands the process to apply for a medical or religious exemption without anyone suffering any form of discrimination as a result.

What’s Being Bargained?

Some proposals include:

- COVID-19 vaccinations to be on paid work time
- Paid time-off if suffering negative side effects from a vaccination dose
- Written description of the exemption process including an appeal procedure
- Employees leaving the job because of the mandate to receive all contractual cash-outs
- Rehire of workers with restored seniority once they become fully vaccinated after leaving the job due to the vaccine mandate

If applying for a medical exemption, the Employer will seek to determine if the employee has a disability as defined under the Americans with Disability Act (ADA). If applying for a religious exemption, employees must hold sincerely held beliefs that are protected by Title VII of the Civil Rights Act. OPEIU Local 8 Union Representatives will work with leaders and activists at individual work sites to best strike a balance between respecting individual rights and requiring a safe workplace.

Please contact your Union Representative with questions specific to your workplace. We will report back about our overall bargaining results once the various negotiations finish-up in early September.



Visit our website



OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8

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