

Union ★
Update

OPEIU
Local



for OPEIU Local 8 members Sea Mar

Update on the COVID-19 Vaccine Mandate

Per the COVID-19 Vaccination Requirement 21-14, all Sea Mar worksites must comply with the vaccination requirement, and all Sea Mar staff must be fully vaccinated by Monday, October 18, 2021.

For those who choose to get vaccinated with the two-dose vaccine, the last day that the first dose can be administered is on September 9th so that the second dose can be administered on October 1st. For the one-dose vaccine the last day it can be administered to meet the October 18th deadline is October 1, 2021.

For those who choose not to comply with the vaccine requirement and resign from Sea Mar, a two-week advance notice of resignation is required in order to receive cash-out of accrued PTO hours. The last day to provide a resignation notice is Friday, October 1, 2021.

The Union met with Sea Mar administration on Friday, August 20, 2021 to negotiate the impacts of the vaccine requirement. We reviewed the medical accommodation/religious exemption form and the informational /FAQ document. All Sea Mar staff with access to email were emailed the documents by administration on Friday, August 20th, as it was important to get the information out asap. Homecare Aides, On-Call staff, and employees out on L&I and Leave of Absences will receive the information via USPS mail. Sea Mar also agreed to provide the document and forms in Spanish.

The Union and Sea Mar administration discussed the impacts of the mandate on our Union members, and the Union provided several proposals in a Letter of Understanding. Once Sea Mar responds, the Union will send out another update.

Sea Mar has agreed that the grievance process outlined in the Union Collective Bargaining Agreement may be used by employees who wish to challenge Sea Mar's decision to deny their exemption requests. Grievances must be filed within 10 working days of the date the employee was notified of the employer's decision. Members should contact their Union Representative to file a grievance.

Contact your Union Rep:

Erin Adamson, erin@opeiu8.org or (206) 441-8880 ext. 105

- Seattle
- Cannon House

Phoebe Feldsher, phoebe@opeiu8.org or (206) 441-8880 ext. 119

- Anacortes
- Bellingham
- Bellevue

- Concrete
- Everett
- Everson
- Ferndale
- Lynnwood
- Marysville
- Monroe
- Mt. Vernon
- Oak Harbor
- Skagit Valley
- Snohomish

Valarie Peaphon, valarie@opeiu8.org or (206) 441-8880 ext. 103

- Burién
- Des Moines
- Federal Way
- Fife
- Gig Harbor
- Kent
- Lacey
- Lakewood
- Olympia
- Puyallup
- Tacoma
- Tillicum
- Tumwater
- University Place
- Yelm

Diane Arnold/Shelby Mooney, diane-shelby@opeiu8.org or (206) 441-8880 ext.115

- Aberdeen
- Battle Ground
- Elma
- Kelso
- Ocean Shores
- Port Angeles
- Vancouver
- CSNW
- Homecare Aides

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OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8

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