

Union ★
Update

OPEIU
Local



For Local 8 Members at Tri-Cities Community Health

October 15, 2021

Things have been busy the past few weeks between the Union and TCCH. Here is a recap of things that are happening as of today.

Vaccine Mandate Agreement

We were able to come to an agreement with management on an agreement that allows for some safeguards and procedures for employees. Please read the [full agreement here](#).

If you feel that you have not been treated fairly or have had issues around getting your exemption approved, please contact me as soon as possible. I have filed a grievance for an employee whose Medical Exemption was not approved, and we will be meeting next week to start that grievance process.

Seniority

We have had several problems with management not recognizing seniority recently. Whether it be awarding overtime, promotional opportunities, or work assignments management has had missteps in following our contract language.

I filed a grievance on behalf of the entire Bargaining Unit based on management moving employees to different locations and not following seniority when doing so. You can view the [grievance here](#).

I am asking for a member at large to be the steward for this grievance, which would

involve attending the grievance meetings and speaking on behalf of all your co-workers about this problem. Please contact me if you are interested in doing this.

Pay Equity

There have been several reports that some new employees have been hired at a higher wage with less experience than some employees who have been with the organization for some time. Also reports of employees being hired at a lower wage than they should have received based on education and experience. I have asked for a report of all employees that would include starting and current wages. At this time that request has gone unanswered.

I filed a grievance on behalf of the entire Bargaining Unit so we can work towards getting this straightened out. You can view the [grievance here](#).

I am asking for a member at large to be the steward for this grievance, which would involve attending the grievance meetings and speaking on behalf of all your co-workers about this problem. Please contact me if you are interested in doing this.

Meal/Rest Periods

Another ongoing issue is that some employees are not getting their breaks and are not being compensated for that time. This is really two issues –

1. By law you should get a break,
2. If you work through your break you need to be paid time-and-one-half for the work you performed during that worked break time.

I have filed a grievance on behalf of the entire Bargain Unit regarding this matter. You can view the [grievance here](#).

I am asking for a member at large to be the steward for this grievance, which would involve attending the grievance meetings and speaking on behalf of all your co-workers about this problem. Please contact me if you are interested in doing this.

Dental Staff

Thank you to all the Dental Staff who reached out to me to share concerns and solutions to create a healthier and more productive working environment. I continue

to meet with Jamie and Jim to work through these issues and I hope you are seeing some changes in your work area. Please continue to reach out to me if you have concerns.

Questions? Please contact Angie Wedekind, Union Representative, 206-441-8880 ext. 122 or Angie@opeiu8.org



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