



OFFICE & PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8

2900 Eastlake Ave. E. Ste. 220 • Seattle, WA 98102-3012 • (800) 600-2433 • (206) 441-8880 • Fax No. (206) 441-0207 • opeiu8@opeiu8.org • www.opeiu8.org



September 21, 2022

Carlee Nave
Tri Cities Community Health
Director of Human Resources
Tri-Cities Community Health
800 W. Court Street
Pasco, Washington 99301-1223

Via Email and US Mail

Grievance # TCCH 22-90
Bargaining Unit/ Step 1
Sick Leave/Vacation/Change of Policy

Dear Carlee:

In accordance with Article 8 of our Collective Bargaining Agreement, Office and Professional Employees International Union Local 8 is hereby filing a Step 1 grievance on behalf of the Bargaining Unit.

Violation: Violation to our contract include, but are not limited to, Section 6 Employment Practices Section 14 Policies and Procedures, Article 12 Vacation, and Article 14 Sick Leave and Leaves of Absence.

Remedy: We ask for a "make whole" remedy including, but not limited to, removing any and all disciplines issued to all employees for using Vacation Leave when out if Sick Leave.

Please provide to following prior to our Step 1 meeting.

1. Policies regarding use of Sick and Vacation leave
2. All discipline regarding use of Sick and Vacation leave issued within the past 12 months
3. Any correspondence with other employees regarding progressive discipline for using Vacation leave in lieu of Sick Leave

Please advise me of your ability to meet as soon as possible, but no later than September 29th. I can be reached at Angie@opeiu8.org or by phone at 206-441-8880 ext.122 I look forward to resolving this grievance with you.

Sincerely,

Angie Wedekind
Union Representative

AW:jn
cc: OPEIU Website

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