

**Union** ★  
**Update**

**OPEIU**  
Local



*For Local 8 Members at Sea Mar Community Health Centers*

January 6, 2023

## **Salaried Employment Conversion**

Effective January 1, 2023, the minimum salary a position can be paid in Washington State and still remain overtime exempt (salaried) increased to \$65,484 per year. This change is required by a Washington State overtime law that sets salary thresholds.

As a result, employees that are in a job series where all pay steps do not meet the new, higher salary threshold must be converted to overtime eligible (hourly).

We understand these changes may cause frustration and confusion. As we enter contract negotiations, we will be proposing wage increases! It is possible your exempt (salaried) status may be resumed.

### **WHAT IS THE WASHINGTON STATE MINIMUM WAGE ACT (WMWA)?**

The Washington State Minimum Wage Act (WMWA) is the state law governing minimum wage, overtime and certain other aspects of pay for employees who work in Washington State. Outreach and enforcement for the WMWA are administered by the Washington State Department of Labor & Industries (L&I).

**MORE INFORMATION CAN BE FOUND ON THE L&I WEBSITE:**

<https://www.lni.wa.gov/news-events/article/22-026>

## **WHAT EMPLOYEES WILL BE AFFECTED BY THE CHANGES?**

Salaried employees who are currently OT exempt but whose salary is less than \$65,478.40 per year are transitioning into OT eligible (hourly) job codes. These positions include:

Crisis MHT II  
Crisis MHT II  
Crisis MHT III  
Crisis MHT III  
Health Educator I  
Health Educator II  
Mental Health Therapist II  
Mental Health Therapist III  
Integrated Mental Health Therapist II  
Integrated Mental Health Therapist III  
Child and Family Clinical Therapist  
MSS Social Services Specialist  
MSS Social Services Specialist II  
Social Worker I  
Social Worker II  
SUDP II  
SUDP III

## **WHAT WILL THIS CHANGE IMPACT?**

- Hourly employees must be paid overtime (time and a half) when working in excess of 40 hours. Employees will need to receive prior approval to work overtime by their supervisor, so we suggest you talk to your supervisor about what you should do if you need to work over. If you are with a client in crisis, if possible, try to notify your supervisor via messaging, email, call, or text about the situation.
- Hourly employees must receive two rest periods and one meal break. We have heard that the way many schedules are arranged does not allow for breaks. This should change, and if you are unable to take your breaks or lunch you must complete this form to be paid for the additional time worked:

[https://www.opeiu8.org/wp-content/uploads/2021/04/SeaMarBreakOrMealPeriodForm\\_rev\\_1182019.pdf](https://www.opeiu8.org/wp-content/uploads/2021/04/SeaMarBreakOrMealPeriodForm_rev_1182019.pdf)

- Hourly employees will be required to clock in and out using the kronos timekeeping system.
- Full-time Hourly employees earn PTO at the rate of 24 days (192 hours) in years 0-3. Beginning with the 4<sup>th</sup> anniversary of regular employment, employees earn 27 days (216) hours per year.

***If you have questions, please reach out to your Union Rep:***

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**OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8**

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