

April 25, 2023

Union ★
Update

OPEIU
Local



for OPEIU Local 8 members at Sea Mar Community Health Centers

Bargaining Update

As frontline workers, we stand for improvements in safety, respect for each other and investing in wages that will recruit and retain staff for the future. Our bargaining team is seeing progress in negotiations on wages, staffing concerns and a more equitable dress code policy.

We need competitive wages without wage compression

We need to support our families, recruit new staff and retain experienced staff with a wage scale that is competitive. Our team spoke out against wage compression that could jeopardize staff retention and advocated for higher across the board increases at all levels. Sea Mar's response seeks to address our concerns on wage compression however we are still seeking a more competitive wage package and will discuss this in future negotiations.

Dress code equity – resolved!

We have a major agreement on the new dress code update that will go into effect this week. Our bargaining team discussed many issues, including acceptance of dyed hair, tattoos, piercings and clothing policies that will address concerns over discrimination and bring greater equity to the workplace. This is a move to respect our individuality and differences.

Improving patient safety

We discussed with management the importance of documenting workplace concerns without fear of retaliation. Our goals are shared by management that all staff should be able to document concerns over safety, complaints and patient care. The current system does not include a way for all of our concerns to be addressed in one place. We can improve workplace safety and patient care with a new form that will help us document these concerns quickly and with ease.

Our strength is our unity

We continue to advocate for patients, co-workers and the community by showing support for our bargaining team. Add your name to our bargaining petition today by [clicking here](#) or scanning the QR code below:



"I am excited to see us making progress in bargaining including addressing the wage compression and recognition of longevity. We look forward to getting back to the table next week." – Malia Silverthorne, Negotiations Team

Our Bargaining Team:

1. Genevieve Hutchings, RNII, MSS (Pierce County)
2. Nacole Holmes, Social Worker I, MSS (Clark County)
3. Amber Braaten, MA, Aberdeen
4. Eric Sanders, Case Manager-Housing, CSNW,
5. Katrina Ondeck, Integration Specialist (Care Management), CSNW
6. Francis Tarango, DA III, Mt. Vernon
7. Lori Tornquist, SUDP III, Aberdeen
8. Amy Nitchman, Health Educator II, Vancouver
9. Martie Skinner, Phlebotomist, Vancouver
10. Malia Silverthorne, WIC Nutrition Asst Certifier I, Vancouver
11. Erin Adamson, Lead Negotiator, OPEIU
12. Valarie Peaphon, Union Rep, OPEIU
13. Phoebe Feldsher, Union Rep, OPEIU
14. Jesse Holtzinger-Cruz, OPEIU

If you have questions or concerns, please reach out to your Union Representative at Erin@opeiu8.org, Phoebe@opeiu8.org, Valarie@opeiu8.org, Jesse@opeiu8.org or any member of our Bargaining Team listed above.

Visit our website



OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8

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