

Union ★
Update

OPEIU
Local



For Local 8 Members at Tri-Cities Community Health

October 19, 2023

Bargaining Update Meeting

Contract Negotiations are at a critical point, and we need your input!

Please join us for a Bargaining Update meeting to discuss where we are in negotiations and share your concerns and thoughts. We will be reviewing and discussing all aspects of our negotiations including potential wage increases, additional benefits, and other topics that have come forward in this process.

Monday, October 23

6:00-8:00pm

Round Table Pizza - Clearwater location

A big Thank You to your Bargaining Team: Berthany Romero - MA Richland, Keegan Dodd - MA Clearwater, Mayra Molina - MA Auburn, Yesenia Colvin - Pasco, Elvie Gonzalez - MA Pasco, Rosa Cruz - Dental Pasco, Reyna Zavala - Dental Pasco, Josiah Perez-Leon - Maintenance, Jessica Whitman - Pharmacy Richland, Naudia Ortiz - WIC Paco, and Angie Wedekind - OPEIU Field Staff

Currently, management has proposed the language below regarding Site Seniority. Site Seniority would be used for ALL clinical employees, not just Medical Assistants, as used as examples in the proposal. We have NOT agreed to this language. We are sharing it with you all so you can review it and provide input. We will have a "mock" vote to see if you would approve or reject the current proposal so we can move forward with our current negotiations.

Employer Proposal

**Language Regarding Site Seniority
October 17, 2023**

**ARTICLE 5
DEFINITIONS**

Section 5.11 SITE Sites shall be defined as Clearwater (3180), Pasco I (715), Pasco II (515), Auburn, and Richland (829 and 915).

Section 5.12 SITE SENIORITY Site Seniority shall be defined as total organizational seniority within a defined site.

**Memorandum of Understanding
Between
Tri-Cities Community Health
And
Office and Professional Employees
International Union Local No. 8, AFL-CIO**

In order to implement Site Seniority for purposes of Floating and Vacation Bidding, the Parties agree to the following procedures to be adopted by the Employer:

Floating and Site Seniority

Floating will occur in the order described below, first in all sites based on site seniority, as defined in Article 5 Section 5.12, and then organizationally, as defined in Article 7 Section 7.1.

If there is a Provider without a Medical Assistant and on site Medical Assistants are available, as defined below, then floating will occur as follows:

Step 1: If there is an unassigned Medical Assistant on site, the most junior unassigned Medical Assistant on site will float to the Provider.

Step 2: If all Medical Assistants on site are assigned, then the most junior assigned Medical Assistant on site will float.

If Site Seniority is triggered in a Site to cover a Medical Assistant vacancy, that Site will not be considered for organizational seniority, unless Site Seniority has been triggered in all Sites.

If there is a Provider without a Medical Assistant and no on site Medical Assistants are available, as defined below, then floating will occur as follows:

Step 1: If there is an unassigned Medical Assistant organizationally the most junior unassigned Medical Assistant organizationally will float to the Provider.

Step 2: If all Medical Assistants organizationally are assigned, then the most junior assigned Medical Assistant organizationally will float.

Vacation and Bidding with Site Seniority

Vacation bidding during primetime and other subsequent approvals, as described in Section 12.6 Vacation Scheduling, shall be based on Site Seniority, as defined in Article 5 Section 5.12, in each defined site.

Questions? Contact your Union Representative, Angie Wedekind, at angie@opeiu8.org.



OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8

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