

**Union** ★  
**Update**

**OPEIU**  
Local



*for OPEIU Local 8 members at Sea Mar Community Health Centers*

## **Union Update**

### **Labor-Management Committee – What is it?**

Every month, our Union Representatives, Erin Adamson, Phoebe Feldsher, Jesse Holtzinger-Cruz, and Tara Powell, meet with Sea Mar's executive leadership team to escalate member concerns and resolve outstanding issues.

Every month we review submitted high-workload/low-staffing forms and missed meals and rest break forms. Last month, we discussed HVAC issues in Aberdeen, security issues at Vancouver WA, proposed a market adjustment for WIC Nutritionist/WIC Certifiers brought forth by a member in Everett, proposed market adjustments for Client Advocates in PCAP, and resolved a billing issue with Qwest Diagnostic.

### **Job Title Change - Behavioral Health Specialist**

Last month, we discussed changing the Case Manager job title to Behavioral Health Specialist. This change comes with no change in the job description, job duties, or pay.

### **DCR Supplemental Pay Increase**

The Designated Crisis Responder (DCR) will receive an increase in incentive pay for covering extra shifts. DCRs have worked with Sea Mar since January of 2022 after Sea Mar absorbed the contract from Clark County. DCRs work primarily out of Vancouver, WA and are responding 24/7 in real time to extreme crises. These demanding jobs are difficult to recruit for, and the increase in supplemental pay is intended to help recruit and retain staff who are covering extra shifts.

### **Breaks & Meal Periods – it's the Law!**

Unless you've signed a waiver agreeing to work through your meal period (lunch), these thirty-minute breaks are mandatory by Washington state law. Our union contract also requires two fifteen minute rest periods, which is longer than the ten minute breaks required by law. This year, Sea Mar changed the timekeeping system so employees can easily designate that they've missed a break or meal period.

Union employees need to fill out a 'Missed or Late Rest Break and/or Meal Period Form' alert our representatives and Sea Mar leadership that there is an ongoing issue in their clinic. This form is available on the Sea Mar SharePoint page and on the Union's website (OPEIU8.org). To view/fill out a form click [here](#). Filling out this form not only ensures you will be paid for your missed break or meal period, it also alerts Union Representatives and Sea Mar's executive leadership to clinics with chronic understaffing and difficulty with missed breaks and meal periods. We have requested a Kronos report showing which clinics have the most missed breaks and meal periods, so we can identify where the gaps are occurring and management can provide staffing support.

## Union Events

### Shop Steward Training

Thursday, October 10 6:00 - 7:30 p.m., via Zoom

We will be covering the basics that Shop Stewards and active leaders should know about our Union, our contracts and our representation rights.

To participate, please RSVP by noon on Wednesday, October 9. [Online](#) or to [opeiu8@opeiu8.org](mailto:opeiu8@opeiu8.org) (please mention New Shop Steward Training)

### South/West Regional Meeting

Saturday, October 26, 10:00 am - 2:00 pm

Montesano Library

125 Main St, Montesano, WA 98563

To participate, please RSVP by noon on Wednesday, October 23. [Online](#) or to [opeiu8@opeiu8.org](mailto:opeiu8@opeiu8.org) (please mention South/West Regional Meeting)

---

***If you have questions or concerns, please reach out to your Union Representative:***

- ***Erin Adamson (covers Clallam, Clark, Cowlitz, Franklin, and Grays Harbor Counties) | Phone: (206) 441-8880 ext. 105 | Email: [Erin@opeiu8.org](mailto:Erin@opeiu8.org)***
- ***Phoebe Feldsher (covers Island, Skagit, Snohomish and Whatcom Counties, and Bellevue and White Center) | Phone: (206) 441-8880 ext. 119 | Email: [Phoebe@opeiu8.org](mailto:Phoebe@opeiu8.org)***
- ***Jesse Holtzinger-Cruz (covers Main King County [including Seattle, Kent, Auburn, Federal Way and Vashon Island]) | Phone: (206) 441-8880 ext. 140 | Email: [Jesse@opeiu8.org](mailto:Jesse@opeiu8.org)***
- ***Tara Powell (covers Pierce and Thurston counties) | Phone: (206) 441-8880 ext. 106 | Email: [Tara@opeiu8.org](mailto:Tara@opeiu8.org)***

Visit our website



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

OPEIU Local 8 | 800-600-2433 | Fax 206-441-0207 | [opeiu8@opeiu8.org](mailto:opeiu8@opeiu8.org) | [www.opeiu8.org](http://www.opeiu8.org)

STAY CONNECTED



OPEIU Local 8 | 2900 Eastlake Ave E Ste 220 | Seattle, WA 98102 US

[Unsubscribe](#) | [Update Profile](#) | [Constant Contact Data Notice](#)



Try email marketing for free today!