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# UNION UPDATE

for Local 8 Members at **Sea Mar Community Health Centers**  
and **Sea Mar Care Center**

February 26, 2010

## Where are our Contracts for all Sea Mar clinics employees?

It has taken us almost a year to finalize, but we finally have our contract ready to go to printers. We had unusual circumstances delay the contract such as having to re-bargain how the Treatment



Attendants would be paid in light of the fact that Sea Mar was not able to implement the upgrades originally bargained due to budget constraints. There were unusual delays in gathering signatures from our team as we realized that the original signature pages were incorrect and once the signed copies went to Sea Mar; it took a while for their team to gather the signatures they needed.

The contract will go to the printers early next week and we will distribute to all the sites by mid-March. In the meantime, if you have questions or concerns, please feel free to contact your shop steward or union representative.

## New Time Keeping Devices for all Sea Mar employees.

Some of you may be aware of the new time keeping devices that Sea Mar will use starting March 1, 2010. OPEIU, Local 8 did not receive notification about this change until a couple of weeks ago. Despite the lack of notice, we met with Sea Mar to find out exactly what this new system will and will not do. The Kronos 4500 Touch ID terminal uses



biometric technology for time keeping purposes. This is done by scanning a portion of the fingertip of each employee; the scanned image is *not* stored but converted to an encrypted mathematical representation, which

cannot be used to recreate the actual fingerprint. This distinction is important because fingerprinting and finger scanning are actually two very different technologies. Fingerprinting is the collection and hard copy storage of the fingertip image. *Kronos does not take a hard copy of the fingertip image.* Today Automated Fingerprint Identification Systems (AFIS) use these fingertip images for law enforcement or forensic purposes. Finger scanning technology—such as the one used by the new time keeping system Kronos 4500 Touch ID—also acquires the fingertip image, but it does not retain the image. Instead, it stores particular data about the fingertip in a much smaller template. The image is converted to a mathematical representation (numbers) and that information cannot be used to recreate a fingerprint. Additionally, the resolution used by the new timekeeping device is much lower than what is required by AFIS devices.

The new timekeeping device will work the same way your current Kronos system works in that it will keep track of your time but it will also allow you as an employee to use the terminal or computer to track your Paid Time Off, how many hours you have already worked in any week and you can even make requests for Paid Time Off online. It will also create an electronic audit trail so that you will be able to keep track of when you requested Paid Time Off and when your supervisor responds to that request. No more lost requests for time off and you have the added convenience of better managing your time because you can view your hours accrued on the terminal itself.

All locations will have a new time keeping device and the following will have more than one device on premises: the Seattle Dental Building will have two (2) devices; the Care Center will have three (3), the Bellingham Clinic will have two (2) and the Burien Clinic will have two (2) one for the clinic and one for the call center.

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