

Union ★
Update

OPEIU
Local



For Local 8 Members at Crisis Connections

October 19, 2021

COVID-19 Exposure at Work

Crisis Connections alerted staff to potential COVID-19 exposures at the Belltown location on September 19th and 21st and October 11th and 12th after receiving notification from two employees, respectively, that they had tested positive after working on-site those days.

It came to the Union's attention that, as part of CC's contact tracing efforts, CC was telling some employees they were required to obtain a negative COVID-19 test result before returning to work. We immediately advocated for CC to cover any costs associated with obtaining a test, including the test itself, the time it takes to be tested, and any transportation costs. Further, if CC won't allow an employee to work on-site pending negative test results, we believe CC should either allow them to work remotely or provide them with paid administrative leave. In no event should an employee have to use their own sick or vacation time to cover this absence.

Please let us know if CC prohibited you from working and so you had to use your own accrued time to prevent lost wages. We will fight to get you this time back. You can email Valarie Peaphon, Union Representative, at Valarie@opeiu8.org.

FYI, here are some resources with information on testing locations and process:

<https://kingcounty.gov/depts/health/covid-19/testing.aspx>

<https://www.doh.wa.gov/Emergencies/COVID19/TestingforCOVID19/TestingLocations>

COVID-19 Vaccine Mandate

CC shared that they plan to require vaccination against COVID-19 as a condition of employment, with a deadline of December 8, 2021. CC stated they are in the process of drafting a policy, which they expect to have ready by the end of this month. When we receive this information, we'll bargain the impacts and implementation to ensure a fair and transparent process that includes a reasonable timeline and expedited process for exemption requests.

Staff Appreciation

On Friday, October 8th, an all-staff email indicated a staff appreciation lunch hosted by CC at the Belltown office to acknowledge employees' hard work and commitment to serving the community. The email stated that anyone who could not partake in the lunch would receive a gift card to a food delivery service so that no one felt left out. However, we heard from many of you that you never received a gift card.

After helping to bring this fact to Michelle McDaniel's attention, she acknowledged the rollout had been inequitable due to a miscommunication amongst ELT and committed to rectifying the error. It may take a few days, but we believe any staff member who was unable to participate in the food truck provided on October 8th should be receiving a gift card soon! You can inquire about the gift cards with Miriam Chilton.

Payroll

The Union began exposing payroll errors back in February and, after months of audits and meetings, it's finally starting to pay off! The first wave of proper compensation is forthcoming for those requiring the least complicated corrections. The impacted members will be receiving their lost wages, ranging from \$45.00 to \$3,000.00, for hours worked but not paid, waived breaks, GY shift differential, and pager pay.

Be assured, we are continuing to work diligently on the remaining compensation claims that are still pending. We understand this has been a frustrating process. Please don't hesitate to reach out for updates on the status of your claim.

Additionally, the Union has insisted that CC clarify current timekeeping practices and ensure all employees are adequately trained to help prevent further lost wages. HR should be sharing their standard operating procedures soon.

“I’m so appreciative of the Union for ringing the alarm about pay inconsistencies at Crisis Connections. Like many others, I wasn’t adequately trained on how to report my time and my supervisor hadn’t found or corrected my omissions. Without the Union exposing certain pay practices, I wouldn’t have known I was owed money. Thanks OPEIU, keep up the excellent work in supporting and fighting for us.”



--Latanya Newton, Call Screening and Coordination Specialist

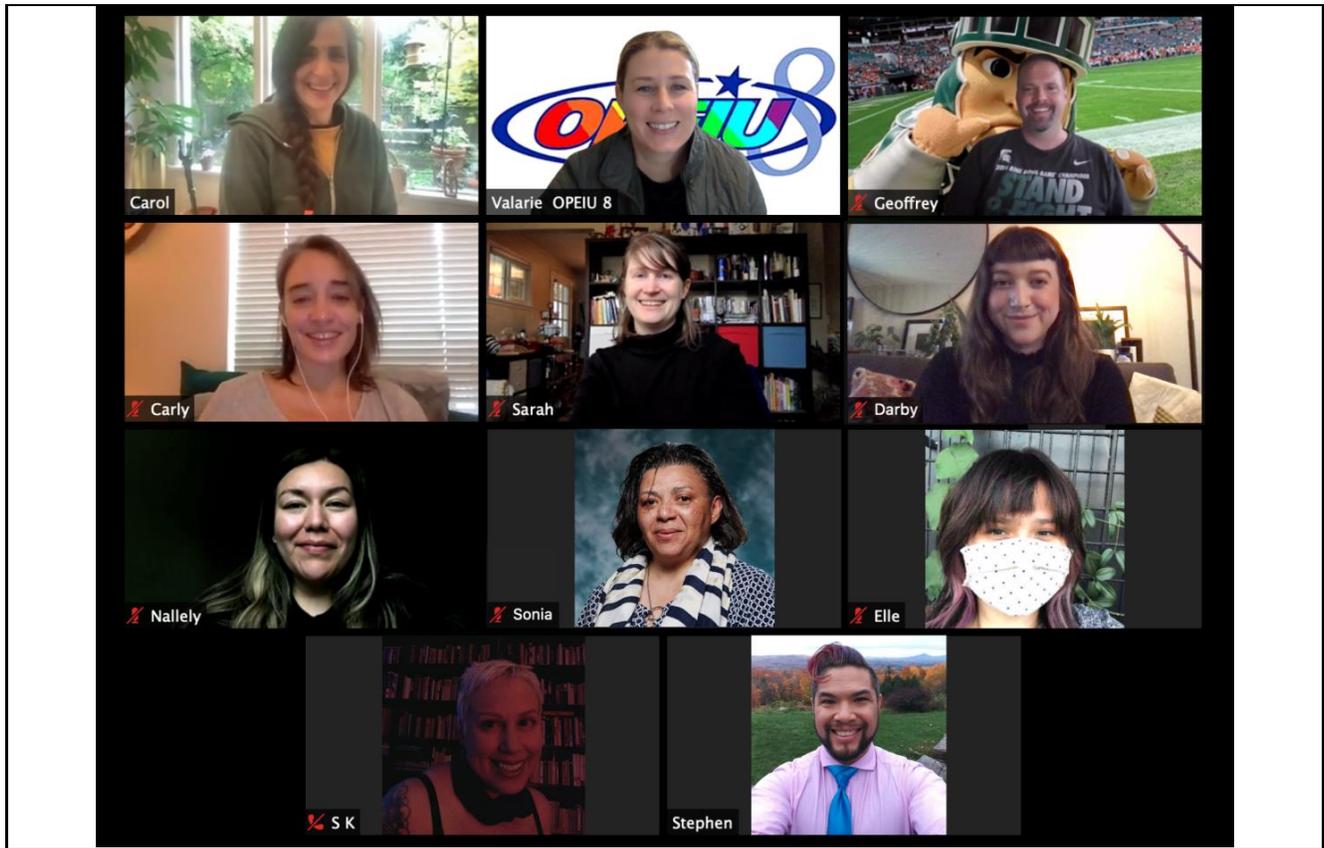
Letter Delivered to CEO McDaniel

An overwhelming number of employees (over 90!) recently signed a letter to Michelle asking for her to acknowledge and address the urgent concerns of frontline workers, such as short staffing, training inadequacies, and lack of timely and transparent communication. We remain hopeful that she will rise to meet these challenges effectively and efficiently. [Read letter here.](#)

Upcoming Bargaining Dates

11/5, 11/11, 11/19, 12/2, 12/13, and 12/17.

Union Bargaining Team



Sonia Brown, 2-1-1
 Carol DeSalles, 2-1-1
 Elizabeth Duncavage, Crisis Department
 Carly Howard, Warm Line
 SK Lewis, Crisis Department

Geoffrey Mattens, Recovery Help Line
 Darby Robertson, Crisis Department
 Stephen Stott, Community Training
 Sarah Welch, Crisis Department
 Shaun Witcher, Teen Link

Please contact your Union Representative, Tara Powell, with any questions, ideas, or concerns at Tara@opeiu8.org.

OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8
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