



# AFSCME Local 3336 DEQ Employees

P.O. Box 12266 Portland, OR 97212



## OFFICIAL GRIEVANCE FORM

Step 2

**Name of Employee:** Group Grievance

**Department:** Multiple

**Classification:** Multiple

**Work Location:** Multiple

**Immediate Supervisor:** Richard Whitman

**Title:** Multiple

### STATEMENT OF GRIEVANCE:

**List applicable violation:** Violation of Article 22, Section 1 (Health and Safety), Article 58 (Past Practice) and any other articles, applicable policies, rules or laws that may apply.

On 4/1/2021 the agency violated the contract when it did not cover agency staff time to acquire a COVID-19 vaccine. Under Article 22, Section 1 it is the employer's responsibility to implement safe work practices and to prevent occupational illnesses and injuries. The agency clearly understands the significance of vaccinations to prevent occupational illnesses. In fact, the agency has directed staff who regularly interact with the public or who are at high risk due to the nature of their work to acquire hepatitis vaccinations on paid time. COVID-19 vaccinations are no different and in order to ensure a safe work place the agency must follow that historic practice and provide staff paid time to acquire or recover from COVID-19 vaccinations and any other pandemic related vaccinations

**Adjustment Required:** Retroactively adjust any individually accrued sick leave taken to acquire or recover from COVID-19 vaccinations prior to 4/1/2021 and substitute miscellaneous paid leave in its place paid for by the agency. Provide for the use of miscellaneous paid leave for all staff acquiring or recovering from the COVID-19 vaccine on 4/1/2021 and beyond.

**I authorize the A.F.S.C.M.E. Local #3336 as my representative to act for me in the disposition of this grievance.**

**Date:** 4/14/2021 **Signature of Employee:** On behalf of all impacted represented staff

**Signature of Union Representative:** *Gina Kelley*

**Title:** Union President

**Date Presented to Management Representative:** 4/14/2021

**Title:** Director **Signature:** sent via email to Director Richard Whitman et al.

**Disposition of Grievance:** \_\_\_\_\_

Copy to: Nancy Dickison, Leah Feldon & Andy Friedman & Local Union Grievance File.

**Note:** A copy of this Grievance and its disposition to be kept in the Grievance File of the Local Union