

# Vaccines: Staff face deadline

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time, employees must provide proof of vaccination or a valid exemption.

Employees seeking religious or medical exemption may be provided with reasonable accommodations to continue employment, including modified shifts, working areas or remote work. If the reasonable accommodation presents an undue hardship to the district, the next steps may include putting the employee on a leave of absence or potential termination due to vaccine noncompliance.

In August, Archibald estimated about 75% of the park district staff is vaccinated. "I do believe that we have had a few staff who have gotten vaccinated over the last few weeks but we'll know more about the percentage once we get to the

Oct. 18 deadline," he said Wednesday.

Archibald said he had not heard from any employee that they are leaving employment as a result of the policy.

New employees will have eight weeks from their start date to be fully vaccinated or obtain an approved exemption as an accommodation. Fully vaccinated means having both doses of the two-dose vaccines or one dose of a single vaccine and that the two weeks for inoculation period have lapsed.

"Just because an employee requests an exemption does not mean that we have to accommodate them," Archibald said. "But what we are going to do according to the policy is look at their workstation and how their exemption from being vaccinated affects their work and might put

others or themselves in danger. And then we pledged to basically follow to accommodate their exemption."

Staff receives paid time off to receive the vaccine.

Since the start of the pandemic, about 10 park district employees have tested positive for the virus, Archibald said. Many of those were before the availability of the vaccine. Youth programs reopened in early September after a closure due to staff members who tested positive for the coronavirus.

The vaccine requirement comes as the district remains short-staffed in youth programs and maintenance. The district is "near where we should be" in a full aquatics staff, he said. "We're issuing frequent reminders to share good information and to promote a spirit of truth and positive behavior and modeling that as much as we can."



Sunset Recreation Center and property.

# Future: Sale of items raises \$1,500

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by the school district. The sale of 164 items brought in almost \$1,500, which will go into the district's

scholarship fund.

A second sale could follow. "One thing that we heard, as far as feedback was that people were really interested in

lockers," Archibald said. "As we figure out how to pack attach the lockers and get them out of the building, I think that will be a popular item."

# Firehouse: Legal challenge 'achieved goal'



Proposed location of a firehouse and police station on Highlands Lane.

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happy with the outcome in court and hopes the City Council will move forward with the bond measure in the spring.

Zimmerman said the legal challenge achieved their goal of providing information not included in the ballot summary.

"While Dr. Gable and I are disappointed in the court's decision, we knew our complaint was outside the normal court guidelines in such matters," he said. "Our goal was to develop

and provide the Gearhart voter with facts which, we believe, were purposely not disclosed in the ballot language.

"Based on the Gearhart community's response to our complaint, we achieved our primary goal. We predicted the court would probably find in favor of the city based on the laws available to the court, but we know now the Gearhart voter is better informed on the ballot language today than they would have been if the challenge had not been made."

# Sims: Retiring postmaster reflects on career

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At the start of the pandemic, for postal workers the initial response at the post office was a respite in mail and parcel volume, Sims said. But when the stimulus hit, it kicked into a higher gear with a surge in online buying.

"I used to be able to go in by myself I could throw two or three pallets of parcels on a Sunday morning to get everything done, no problem," Sims said. "Now we're up to five, six, seven on a normal week. The workload keeps increasing. We work seven days a week."

Sims said he will miss the post office routine, working from about 6:30 a.m. to 3:30 p.m. — although lately he had been arriving at 5:45 a.m. as volume increased. "I will miss going to work and having a goal,

'Let's get the mail up.' 'Let's get the reports done.' 'OK, now that that's done, we'll take a break and then we'll start up in the afternoon.'"

He's got ideas of what needs to be fixed, like patchwork computer delivery systems from the early 1990s, or upgrades of vehicles decades old.

"People don't realize that all five trucks are going out every day, seven days a week and they're 30 years old," Sims said. "My newest truck is a 1994. The oldest is 1989. We're lucky we have a local mechanic."

Management needs to do a better job of personnel retention, and overcome cookie-cutter thinking that stifles innovation. The post office should consider electric vehicles, and could put solar panels in post office buildings to generate electricity.

"What I'm saying is when there's a lack of vision, a nation perishes. People are worried about not rocking the boat, not doing anything out of the, not putting their neck out, not changing. They're locked in. They just deleted 17 districts in the country. We had 67 and we're down to 50. Is that for streamlining, or is that because they had to do something because they ran out of money?"

Most of the people he has hired have been middle-aged and older. "Some of the younger ones I've hired, it doesn't fit their lifestyle working six days a week, because that's what we have to do right now," he said.

Nevertheless he recommends the postal service for the opportunities and freedom to relocate almost anywhere. "It's a great place where people can get a job, get a retirement package, get

medical care, have a future," he said.

He loves Seaside and plans to stay here, spending time with family.

"This place has been great on multiple levels," Sims said. "It's flat — I can walk everywhere. I'll walk down to the U Street golf course to eat, or to the cafe. Even the weather.

"You asked about what I will miss," he added. "Christmas. I used to open on Christmas day to hand out packages for a couple of hours. I would sort packages and open the door so people could come in. The chamber would put the information on their reader board. Last year two carriers and myself delivered packages on Christmas Day.

"Honestly I'm a little scared, because I have worked for the post office for over half my life."

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