

Memorandum of Understanding

Between

SEIU 775 (the Union) and Amicable (the Employer)

Negotiations reopened for COVID-19 within the term of the Agreement

On February 29, 2020, Governor Jay Inslee issued a Proclamation declaring a state of emergency in all counties in Washington related to the COVID-19. On July 1, 2022, DSHS extended the funding as necessary action to the state of emergency and continue providing services to vulnerable populations during the COVID-19 pandemic.

The parties enter into the following agreement in response to ongoing health concerns presented by the COVID-19 virus.

- 1) All bargaining unit employees shall receive one-dollar and seventy-five cents (\$1.79) per hour in addition to their base wage plus any applicable differentials for every hour worked between July 1, 2022-December 31, 2022 ("COVID-19 stimulus"). Legally required taxes and withholdings will be deducted.
- 2) All bargaining unit employees who provide care to clients verified by the employer to be COVID+ shall receive an additional two-dollars per hour.
- 3) The Employer will provide all necessary PPE, per Washington State Labor and Industries guidelines and all local and state Department of Health recommendations, to all employees serving COVID-19 and non-COVID-19 infected clients. In any situation where an employee requires a N-95 mask according to L&I guidelines, the Employer will be responsible to cover applicable fit testing and any associated medical costs.

For the Union

Alexandra Ruedas

For the Employer

[Signature]

Date

07/25/2022

Date

7/22/22