

Memorandum of Understanding

Between

SEIU 775 (the Union) and ResCare (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 7, 2020 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 two dollars and seventy-three cents (\$2.73) in addition to their base wage plus any applicable differentials for every hour worked between October 1, 2020 and December 31, 2020 ("COVID-19 stimulus"). Legally required taxes and withholdings will be deducted.
- 2) Any PTO cash out or any PTO paid shall be at the pre-COVID-19 stimulus rate.
- 3) Training, safety, and orientation hours will be paid at the employees' pre-COVID-19 stimulus rate.
- 4) Hours worked on Thanksgiving and Christmas shall be paid at time and a half of the base wage and will not include the COVID-19 stimulus.
- 5) The Employer will commit to providing all necessary PPE and supplies to protect workers until the CDC recommends that PPE is no longer necessary.
- 6) This MOU will remain in effect until 11:59 pm on December 31, 2020 unless extended by mutual agreement of the parties.

For the Union

For the Employer

Summer Young (electronically)

Jeffrey J. Chapuran

Date

Date

05.October.2020

10/5/2020