

Memorandum of Understanding

Between

SEIU 775 (the Union) and Addus WA (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-one cents (\$2.71) in addition to their base wage plus any applicable differentials for every hour worked between October 1, 2020 and December 31, 2020.
- 2) Paid time off shall be paid at the employee's regular base rate, excluding the temporary increase of \$2.71.
- 3) All training and orientation hours will be paid at the rate in the current CBA base rate and not at the temporary rate established herein.
- 4) Hours worked on holidays shall be paid at time-and-a-half of the base rate, excluding the increase of \$2.71 to the base rate.
- 5) Employees who are requested to work with COVID positive client shall receive an additional three dollars (\$3.00) per hour for all hours worked with COVID positive clients.
- 6) 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.

For the Union

For the Employer

Summer Young (electronically)

Mark Robinson, RVPO

Date

Date 5 October, 2020

05.October.2020