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 July 1, 2020 and September 30, 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 Labor Days 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

Jeremy MacNealy

For the Employer

Mark Robinson, RVPO

Date

8/24/20

Date

8/25/2020