

## **Memorandum of Understanding**

### **Between**

**SEIU 775 (the Union) and KWA (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) per hour worked between July 1, 2020, and September 30, 2020. Legally required taxes and withholdings will be deducted. The Employer will pay the employer portion of payroll taxes.
- 2) Employees who are requested to work with COVID positive client shall receive an additional one dollar (\$1.00) per hour for all hours worked with COVID positive clients.
- 3) Paid time off shall be paid at the employee's regular base rate, excluding the increase of \$2.73.
- 4) All training, and safety and orientation will be paid at the rate in the current agreement and not at the temporary rate established herein.
- 5) Hours worked on Independence and Labor Days shall be paid at the time-and-a-half rate, excluding the increase of \$2.73 to the base rate.
- 6) This MOU will remain in effect until 11:59 pm on September 30, 2020, unless extended by mutual agreement of the parties.
- 7) 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*

Date

8/17/20

For the Employer



Date

8/17/20