

Memorandum of Understanding

Between

SEIU 775 (the Union) and Full Life Care (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 eighty-five cents (\$2.85) in addition to their base wage plus any applicable differentials for every hour worked between July 1, 2020 and September 30, 2020. Live in and overnight shifts are excluded.
- 2) Paid time off, bereavement, training, or other hours not considered hours worked will be paid at the employee's base rate (not inclusive of the \$2.85).
- 3) The Employer will continue to 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

Summer Young (electronically)

For the Employer

Scott R. Slater

Date

01 September 2020

Date

9/1/2020
