

Memorandum of Understanding

Between

SEIU 775 (the Union) and Concerned Citizens (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 July 1, 2020 and September 30, 2020. This compensation is for employees who are performing essential work to care for clients.
- 2) Employees who provide care to clients verified by the Employer to be COVID-positive shall receive three dollars (\$3.00) per hours for all hours worked with COVID-positive clients.
- 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

For the Employer

Summer Young (electronically)

Linda Middleton

Date

Date

11 August 2020

8-11-2020