

**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. The Proclamation by the Governor, in part, directs all agencies and departments “to do everything reasonably possible to assist affected political subdivisions in an effort to respond to and recover from the outbreak.”

The parties enter into the following agreement in response to ongoing health concerns presented by the COVID-19 virus.

- 1) All home care bargaining unit employees shall receive three dollars and fifty cents (\$3.50) in addition to their base wage plus any applicable differentials for every hour worked between May 1, 2020, and June 30, 2020. Differentials will be stacked, if applicable.
- 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 \$3.50).
- 3) The Employer’s hourly contribution rate to the Training Partnership will increase by ten cents (\$0.10) for hours worked between May 1, 2020 and June 30, 2020, per article 18.2 of the 2019-2021 CBA.
- 4) DSHS has made funding available to employers for PPE and supplies intended to protect workers. It is understood The Employer will use this funding, estimated at \$50,000, for PPE and equipment already purchased, being used, and available to employees.
- 5) This Agreement is in effect until 11:59pm, June 30, 2020, unless mutually extended by the parties.

For the Union

For the Employer

*Summer Young (electronically)* \_\_\_\_\_ *Scott R. Slater*

Date

Date

09 June 2020 \_\_\_\_\_ 09 June 2020