Memorandum of Understanding

Between

SEIU 775 (the Union) and Korean Women’s Association (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 bargaining unit employees shall receive a lump sum bonus calculated at the rate of three dollars and fifteen cents ($3.15) per hour worked between May 1, 2020, and June 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) The Employer’s hourly contribution rate to the Health Benefits Trust will increase by seventy-three cents ($0.73) for all hours worked between May 1, 2020 and June 30, 2020.

4) The Employer’s hourly contribution rate to the Training Partnership will increase by ten cents ($0.10) for all hours worked between May 1, 2020 and June 30, 2020.

5) DSHS has made funding available for PPE and supplies intended to protect workers. It is understood the Employer has used and will in the future use this funding for PPE, equipment and cleaning supplies already purchased, being used and/or to be purchased/used in the future per CDC guidelines.

6) Paid time off shall be paid at the employee’s regular base rate, excluding the increase of $3.15.

7) All training, and safety and orientation will be paid at the rate in the current agreement and not at the temporary rate established herein.

8) Hours worked on Memorial Day shall be paid at the time-and-a-half rate, excluding the increase of $3.15 to the base rate.
9) This MOU will remain in effect until 11:59 pm on June 30, 2020, unless extended by mutual agreement of the parties.

For the Union

For the Employer

Summer Young (electronically)

Date

22 May 2020

Date

22 May 2020