

Memorandum of Understanding

Between

SEIU 775 (the Union) and Addus-Washington (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 three dollars and fifteen cents (\$3.15) in addition to their base wage plus any applicable differentials for every hour worked between May 1, 2020, and June 30, 2020. Payment of the additional three dollars and fifteen cents (\$3.15) will be made in the form of a bonus and paid in the next pay period after the hours worked.
- 2) Employees who are requested to work with COVID positive client shall receive an additional three dollars (\$3.00) per hour for all hours worked with COVID positive clients. The parties agree to reopen this agreement if total COVID positive hours exceed 3200 during the period of May 1, 2020 and June 30, 2020.
- 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) The Employer will provide all necessary PPE, per CDC guidelines, to all employees serving Covid-19 and non-Covid-19 infected clients.
- 6) Although employees may utilize Paid Time Off during the period of the temporary wage increase, such time will be paid at the rate of pay in the current agreement and not at the temporary wage rate established herein.
- 7) All training hours will be paid at the rate of pay in the current agreement and not at the temporary wage rate established herein.
- 8) For the Memorial Day Holiday employees who work on that holiday will receive time and half of their regular rate, per the current agreement.

For the Union

Jeremy MacNealy

For the Employer

Mark

Date

5/22/20

Date

5/22/2020