

Memorandum of Understanding
Between
SEIU 775 (the Union) and ResCare (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. This will be paid as an add-on to the employee’s base wage.
- 2) 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.
- 3) 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.
- 4) The Employer will commit to providing sufficient PPE and supplies to protect workers until the CDC recommends that PPE is no longer necessary.
- 5) Any PTO cash out or any PTO paid shall be at the pre-COVID-19 stimulus base rate.
- 6) Training hours will be paid at the employee’s pre-COVID-19 stimulus rate.
- 7) Hours worked on Memorial Day shall be paid at the time-and-a-half rate and will not receive the additional rate for hours worked on the holiday.
- 8) 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)

Theresa L. ...

Date

Date

22 May 2020

May 22, 2020