

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. On December 23, 2020, DSHS extended the funding as a 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 eighty-five cents (\$2.85) in addition to their base wage plus any applicable differentials for every hour worked between January 1, 2021 and March 31, 2021. Live in and overnight shifts are excluded.
- 2) All bargaining unit employees who provide care to clients verified by the Employer to be COVID-19-positive shall receive an additional twenty-five dollars (\$25.00) per shift.
- 3) The Employer will 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. In any situation where an employee requires a N-95 mask or equivalent according to L&I guidelines, the Employer will be responsible to cover applicable fit testing and any associated medical costs.

For the Union

For the Employer

Summer Young (electronically)



Date

Date

12 January 2021

1/12/2021