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

Summer Young (electronically)

Date
12 January 2021

For the Employer

Date
1/12/2021