Memorandum of Understanding

Between

SEIU 775 (the Union) and Amicable (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 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 seventy-one cents ($2.71) in addition to their base wage plus any applicable differentials for every hour worked between January 1, 2021 and March 31, 2021.

2) All bargaining unit employees who provide care to clients verified by the employer to be COVID+ shall receive an additional two-dollars per hour.

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 according to L&I guidelines, the Employer will be responsible to cover applicable fit testing and any associated medical costs.

For the Union

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Date 1/11/2021

For the Employer

Date 1/11/2021