

Memorandum of Understanding

Between

SEIU 775 (the Union) and Addus WA (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 July 7, 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.

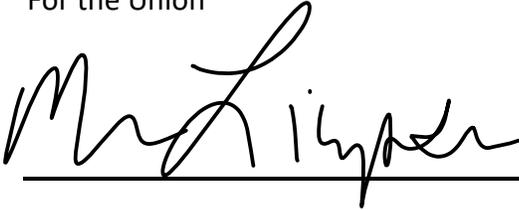
- 1) All bargaining unit employees shall receive two dollars and fifty-seven cents (\$2.57) per hour worked between January 1, 2021 and March 31, 2021. Legally required taxes and withholdings will be deducted. The Employer will pay the employer portion of payroll taxes.
- 2) All employees who complete COVID vaccination and submit a verification card to the employer by March 31, 2021 will be paid a \$75.00 stipend.
- 3) Paid time off shall be paid at the employee's regular base rate, excluding the temporary increase of \$2.57.
- 4) All training and orientation hours will be paid at the rate in the current CBA base rate and not at the temporary rate established herein.
- 5) Hours worked on holidays recognized under the CBA shall be paid at time-and-a-half of the base rate, excluding the increase of \$2.57 to the base rate.
- 6) 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.
- 7) 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 training costs.
- 8) This MOU will remain in effect until 11:59 PM on March 31, 2021 unless extended by mutual agreement of the parties. If either the Legislature acts to reduce the SUTA tax rate, or DSHS makes additional adjustments to the parity rate to account for the increased SUTA tax rate, the parties shall re-open solely for the purpose of increasing the hazard pay rate

retroactive to January 1, 2021, using all funds saved or gained by the Employer through those actions by the Legislature and/or DSHS.

9)

For the Union

For the Employer



Mark Robinson, RVPO

Date February 4, 2021

Date February 4, 2021

Monica Livingston
CBER Manager
SEIU 775
