

Memorandum of Understanding

Between

SEIU 775 (the Union) and KWA (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 fifty five cents (\$2.55) per hour worked between January 1, 2021 – March 31, 2021. Legally required taxes and withholdings will be deducted. The Employer will pay the employer portion of payroll taxes.
- 2) Employees who are requested to work with COVID positive client shall receive an additional one dollar (\$1.00) per hour for all hours worked with COVID positive clients.
- 3) Paid time off shall be paid at the employee's regular base rate, excluding the increase of \$2.55.
- 4) All training, and safety and orientation will be paid at the rate in the current agreement and not at the temporary rate established herein. All training, and safety and orientation will be paid at the rate in the current agreement and not at the temporary rate established herein.
- 5) Hours worked on New Year's Day or on any holiday, shall be paid at the time-and-a-half rate, excluding the increase of \$2.55 to the base rate.
- 6) This MOU will remain in effect until 11:59 pm on March 31, 2021, unless extended by mutual agreement of the parties.
- 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.

For the Union



Monica Livingston
Collective Bargaining and Employer Relations Manager
SEIU 775

Date

2/5/21

For the Employer



Peter Ansara

Date: 2/5/2021