

Memorandum of Understanding

Between

SEIU 775 (the Union) and Korean Women's Association (the Employer)

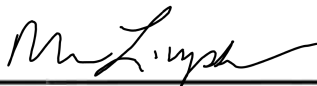
**Negotiations reopened for COVID-19
within the term of the Agreement**

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 March 19, 2021 DSHS extended the funding as necessary action to the state of emergency and continue providing services to vulnerable populations during the COVID-19 pandemic.

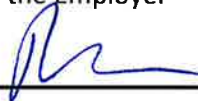
The parties enter into the following agreement in response to ongoing health concerns presented by the COVID-19 virus.

- 1) All bargaining unit employees shall receive two dollars and fifty-five (\$2.55) per hour worked between April 1, 2021- June 30, 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 two dollars and fifty-five cents (\$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 any designated holiday as outlined in the CBA, shall be paid at the time and a half rate, excluding the increase of two dollars and fifty- five cents (\$2.55) to the base rate.
- 6) This MOU will remain in effect until 11:59pm June 30, 2021.

For the Union



For the Employer



Date

April 2, 2021

Date

2 APR 2021