

**Memorandum of Understanding**  
**Between**  
**SEIU 775 (the Union) and Addus (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 June 23, 2021 DSHS extended the funding as it was deemed as an action necessary to respond to the state of emergency and to 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-one cents (\$2.57) per hour worked between July 1, 2021 and December 31, 2021. Legally required taxes and withholdings will be deducted. The Employer will pay the employer portion of payroll taxes.
2. Paid time off shall be paid at the employee's regular base rate, excluding the temporary increase of \$2.57.
3. 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.
4. 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.
5. 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.
6. 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.

7. This MOU will remain in effect until 11:59 PM on December 31, 2021 unless extended by mutual agreement of the parties.

For the Union

For the Employer

Lora Bratoff /signed electronically/

Mark Robinson, RVPO

Date

Date

08/19/2021

8/19/2021

