

**Memorandum of Understanding**

**Between**

**SEIU 775 (the Union) and Full Life Care (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 April 1, 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 sixty-one cents (\$2.61) in addition to their base wage plus any applicable differentials for every hour worked between July 1, 2021 and December 31, 2021. Live in and overnight shifts are excluded.
- 2) Any PTO cash-out or any PTO paid shall be at the pre-COVID-19 stimulus rate.
- 3) Training, safety, and orientation hours shall be paid at the employees' pre-COVID-19 stimulus rate.
- 4) Administrative time, client no show time, and windshield time shall be paid at the employees' pre-COVID-19 stimulus rate.
- 5) The Employer will continue to 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

For the Employer

Summer Young (electronically)

[Handwritten Signature]

Date

Date

29 July 2021

JULY 30TH, 2021

SEIU 775 – Full Life Care  
2021 CBA Negotiations  
Union Proposal CCL – 29 July 2021

Time - \_\_\_\_\_

- 00 – Preamble
- 01 – Recognition
- 10 – Employment Practices
- 11 – Hours of Work
- 22 – Severability
- 23 – Subcontracting
- 24 – No Strike

*The Union reserves the right to add to, modify or withdraw this proposal.*

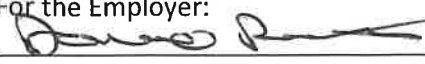
Tentatively Agreed To:

For the Union:

Date:

For the Employer:

Date:

  
\_\_\_\_\_  
July 30<sup>th</sup>, 2021