

**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 pandemic. On June 1, 2021, DSHS extended the funding as necessary action 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-five cents (\$2.55) per hour worked between July 1, 2021- December 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 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.
- 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 \$2.55 to the base rate.
- 6) This MOU will remain in effect until 11:59 pm December 31, 2021.

For the Union

*Lora Bratoff*

Date  
09/08/2021

For the Employer

*[Signature]*  
YON YI  
KWA BOARD CHAIR

Date  
9/8/2021