

Memorandum of Understanding

Between

SEIU 775 (the Union) and Amicable (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, 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.

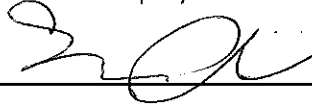
The parties enter into the following agreement in response to ongoing health concerns presented by the COVID-19 virus.

- 1) All bargaining unit employees shall receive two dollars and seventy-one cents (\$2.71) in addition to their base wage plus any applicable differentials for every hour worked between January 1 – March 31, 2022.
- 2) All bargaining unit employees who provide care to clients verified by the employer to be COVID+ shall receive an additional two-dollars per hour.
- 3) 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 any associated medical costs.

For the Union



For the Employer



Date 01/06/2022

Date

1/12/2022

Letter of Agreement

Between

Amicable

And SEIU 775

SEIU Healthcare 775 (the Union) and Amicable (the Employer) enter into the following Letter of Agreement on the date indicated below.

The parties agree there is a mutual interest to explore the following in the Labor Management Committee:

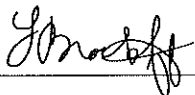
1. Decrease unnecessary weekend scheduling
2. Training options outside the Training Partnership

Any changes to the above topics in the Labor Management Committee that impact the current Collective Bargaining Agreement shall be agreed to by mutual consent of the parties.

The Union shall make a good faith effort to have at least one Labor Management Committee meeting prior to May 1st, 2022. If the parties are unable to schedule a meeting prior to May 1st, 2022, every effort shall be made to have at least one Labor Management Committee meeting as close to that date as possible.

For the Union:

For the Employer:



Lora Bratoff Chief Negotiator



01/07/2022

Date

1/12/2022

Date