

**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 December 23, 2021 DSHS extended 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-eight cents (\$2.58) in addition to their base wage plus any applicable differentials for every hour worked between January 1, 2022 and March 31, 2022. 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 (signed electronically)*

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Date

Date

26 January 2022

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