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

Summer Young (electronically)

For the Employer

Date

29 July 2021

Date

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

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 30th, 2021