

**Memorandum of Understanding**  
**Between**  
**SEIU 775 (the Union) and Concerned Citizens (the Employer)**  
**Negotiations reopened for New Base Rates**  
**within the term of the Agreement**

Due to the increase to the Washington State agency Vendor Rate, published June 27, 2022, to increase Individual Provider Rates, the Parties agree to new wage rates for the duration of the 2021-2023 Collective Bargaining Agreement.

**APPENDIX A – WAGE RATES**

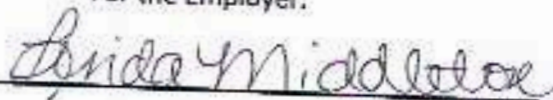
Cumulative Career Hours	July 1, 2022	July 1, 2022	January 1, 2023	January 1, 2023
	Base Rate	HCA Certified	Base Rate	HCA Certified
0 - 2000	\$ 17.84	\$ 18.09	\$ 18.22	\$ 18.47
2001 - 4,000	\$ 17.99	\$ 18.24	\$ 18.38	\$ 18.63
4001 - 6,000	\$ 18.14	\$ 18.39	\$ 18.52	\$ 18.77
6001 - 8,000	\$ 18.33	\$ 18.58	\$ 18.71	\$ 18.96
8001 - 10,000	\$ 18.52	\$ 18.77	\$ 18.90	\$ 19.15
10001 - 12,000	\$ 18.77	\$ 19.02	\$ 19.16	\$ 19.41
12001 - 14,000	\$ 19.04	\$ 19.29	\$ 19.43	\$ 19.68
14001 - 16,000	\$ 19.70	\$ 19.95	\$ 20.09	\$ 20.34
16001 - 20,000	\$ 19.95	\$ 20.20	\$ 20.34	\$ 20.59
20,000+	\$ 20.23	\$ 20.48	\$ 20.63	\$ 20.88

\*The Employer will comply with the Seattle Minimum Wage Ordinance and will not pay Seattle employees below the rates established by the Seattle Office of Labor Standards.

For the Union:



For the Employer:



Date:

07/15/2022

Date:

7-15-2022

**Memorandum of Understanding**

**Between**

**SEIU 775 (the Union) and Concerned Citizens (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 June 27, 2022, 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 four cents (\$2.04) in addition to their base wage plus any applicable differentials for every hour worked between July 1-December 31, 2022. This compensation is for employees who are performing essential work to care for clients.
- 2) Employees who provide care to clients verified by the Employer to be COVID-positive shall receive three dollars (\$3.00) per hours for all hours worked with COVID-positive clients.
- 3) 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. 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.

For the Union:



For the Employer:



Date:

07/15/2022

Date:

7-15-2022