

Memorandum of Understanding

Between

SEIU 775 (the Union) and First Choice In Home Care (the Employer)

Negotiations reopened for New Base Rates

within the term of the Agreement

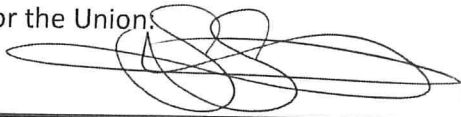
Due to the increase to the Washington State agency Vendor Rate, published June 27, 2022, to increase Individual Provider Rates, the Parties agree to new wage rates for the duration of the 2021-2023 Collective Bargaining Agreement.

APPENDIX A – WAGE RATES

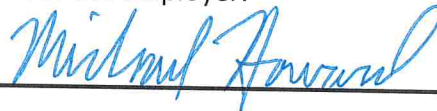
Step	July 1-December 31, 2022 Base Wage	July 1-December, 2022 w/ HCA	January 1-June 30, 2023 Base Wage	January 1-June 30, 2023 w/ HCA
0 - 2000	\$ 17.76	\$ 18.01	\$ 18.14	\$ 18.39
2001 – 4,000	\$ 17.91	\$ 18.16	\$ 18.30	\$ 18.55
4001 – 6,000	\$ 18.06	\$ 18.31	\$ 18.44	\$ 18.69
6001 – 8,000	\$ 18.25	\$ 18.50	\$ 18.63	\$ 18.88
8001 – 10,000	\$ 18.44	\$ 18.69	\$ 18.82	\$ 19.07
10001 – 12,000	\$ 18.69	\$ 18.94	\$ 19.08	\$ 19.33
12001 – 14,000	\$ 18.96	\$ 19.21	\$ 19.35	\$ 19.60
14001 – 16,000	\$ 19.62	\$ 19.87	\$ 20.01	\$ 20.26
16001 – 20,000	\$ 19.87	\$ 20.12	\$ 20.26	\$ 20.51
20,000+	\$ 20.15	\$ 20.40	\$ 20.55	\$ 20.80

*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:

22 July 2022

Date:

July 22, 2022

Memorandum of Understanding

Between

SEIU 775 (the Union) and First Choice In Home Care (the Employer)

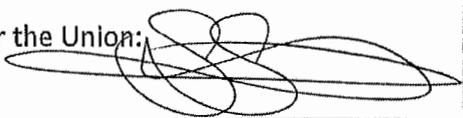
Negotiations reopened for COVID-19 within the term of the Agreement

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 July 1, 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.

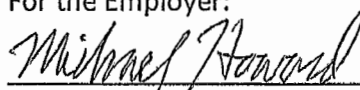
1. All bargaining unit employees shall receive one-dollar and seventy-five cents (\$1.75) per hour in addition to their base wage plus any applicable differentials for every hour worked between July 1, 2022-December 31, 2022 ("COVID-19 stimulus"). Legally required taxes and withholdings will be deducted.
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, overserved hours, and windshield time shall be paid at the employees' pre-COVID-19 stimulus rate.
5. Hours worked on holidays recognized under the CBA shall be paid at time-and-a-half of the employees' base wage and will not include the COVID-19 stimulus.
6. This MOU will remain in effect until 11:59 PM on December 31, 2022 unless extended by mutual agreement of the parties.
7. 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 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:



Date: 22 July 2022

For the Employer:



Date: July 22, 2022