

**Memorandum of Understanding**  
**Between**  
**SEIU 775 (the Union) and Addus Healthcare(the Employer)**  
**Negotiations reopened for COVID-19**  
**within the term of the Agreement**

The parties enter into the following agreement in response to ongoing health concerns presented by the COVID-19 virus and increased funding by the state of Washington.

1. All bargaining unit employees shall receive one dollar and seventy-six cents (\$1.76) per hour worked between July 1, 2022 and December 31, 2022. Starting January 1, 2023 to June 30 2023 all bargaining unit employees shall receive one dollar and thirty-eight cents (\$1.38) per hour worked. Legally required taxes and withholdings will be deducted. The Employer will pay the employer portion of payroll taxes.
2. Paid time off shall be paid at the employee's regular base rate, excluding the temporary Covid increase.
3. All training and orientation hours will be paid at the rate in the current CBA base rate or modified base rate agreed by a Memorandum of Understanding.
4. Hours worked on holidays recognized under the CBA shall be paid at time-and-a-half of the base rate, excluding the increase of \$1.76 in July of 2022 and \$1.38 in January 2023 to the base rate.
5. Employees who are requested to work with COVID positive client shall receive an additional three dollars (\$3.00) per hour for all hours worked with COVID positive clients.
6. 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 training costs.
7. This MOU will remain in effect until 11:59 PM on June 30, 2023 unless extended by mutual agreement of the parties.

For the Union

*Adam Case*

Date

7/27/2022

For the Employer

*Mark Robinson, Market President*

Date

7/27/2022

