

**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 December 27, 2022 (amended on January 4, 2023), DSHS extended the funding as necessary action to the state of emergency and continue providing services to vulnerable populations during the COVID-19 pandemic.

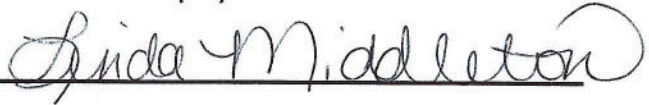
The parties enter into the following agreement in response to ongoing health concerns presented by the COVID-19 virus.

- 1) All bargaining unit employees shall receive one dollar and sixty-six cents (\$1.66) in addition to their base wage plus any applicable differentials for every hour worked between January 1 and June 30, 2023. 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:

1/17/2023

Date:

1-17-2023