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 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 thirty-seven cents ($1.37) in addition to their base wage plus any applicable differentials for every hour worked between January 1, 2023-July 1, 2023. 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.

6) This MOU will remain in effect until 11:59 PM on July 31, 2023, unless extended by mutual agreement of the parties.

For the Union

[Signature]

Date

25 January 2023

For the Employer

[Signature]

Date

2023