

# 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



For the Employer



Date

25 January 2023

Date

1/20/2023