

Memorandum of Understanding

Between

SEIU 775 (the Union) and Catholic Community Services (the Employer)

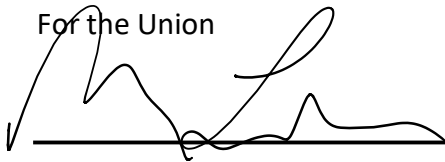
**Negotiations reopened for COVID-19
within the term of the Agreement**

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 27th 2022, DSHS extended the funding as a 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.

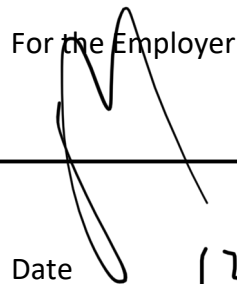
- 1) All bargaining unit employees shall receive one dollar and forty-six cents (\$1.46) in addition to their base wage plus any applicable differentials for every hour worked between January 1, 2023 and June 30, 2023. Live in and overnight shifts are excluded.
- 2) The Employer will provide all necessary 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.

For the Union



Date
12/28/22

For the Employer



Date 12/28/22