

**Memorandum of Understanding**

**Between**

**SEIU 775 (the Union) and All Ways Caring (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 and June 30, 2023 (“COVID-19 stimulus”). Legally required taxes and withholdings will be deducted.
- 2) Any PTO cash out or any PTO paid shall be at the pre-COVID-19 stimulus rate.
- 3) Training, safety, and orientation hours will be paid at the employees’ pre-COVID-19 stimulus rate.
- 4) Hours worked on Independence Day and Labor Day shall be paid at time and a half of the base wage and will not include the COVID-19 stimulus.
- 5) The Employer will commit to providing all necessary PPE and supplies to protect workers until the CDC recommends that PPE is no longer necessary.
- 6) 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

For the Employer

*Adam Case*

*Jeffrey J. Chapuran*

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Date

Date

4/10/2023

4/6/2023

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