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

Adam Case

For the Employer

Jeffrey J. Chapuran

Date: 4/6/2023

Date: 4/10/2023

4/6/2023