

Memorandum of Understanding

Between

SEIU 503 (the Union) and Addus Oregon (the Employer)

The parties enter into the following agreement in response to ongoing health concerns presented by the COVID-19 virus.

The COVID Caregiver Team (the "Team") for Addus HomeCare specializes in caring for and servicing COVID+ clients. Addus will provide Employees participating on this important program with additional resources, education and Personal Protective Equipment to maximize Employee safety and the safety of our clients. The details of Employee participation on the Team are as follows:

- Participation on the COVID Caregiver Team will be voluntary.
- **Start Date:** The effective date of an Employee's participation on the Team will be on the first day an Employee begins providing direct patient care of a COVID+ client.
- **Base Pay:** The Employee's base rate of pay for all hours worked providing direct client care to COVID+ clients will be the Employee's regular base rate of pay plus \$3.00 per hour. Employees will receive a guaranteed minimum number of hours per week equal to an average of the prior four weeks hours worked, regardless of whether the employee actually performs services up to the prior four week average. All hours not performed providing direct care to COVID+ clients will be paid at the employee's regular rate of pay.
- **Client Service Restriction:** Team members will be exclusively assigned clients with a confirmed or suspected diagnosis of COVID-19, and will be unable to provide any services on behalf of Addus to any clients that do not have a confirmed or suspected diagnosis of COVID-19.
- **Duration of Service:** The assigned duration ("Assignment") of Employee participation on the Team will be determined in the sole discretion of Addus.
- **COVID Testing:** COVID testing for COVID Care Team members shall be on work time.
- **Conclusion of Service:** When an Assignment ends, Employees will be returned to the position held immediately before participation on the Team. Employees will be required to be off work for a quarantine period of up to fourteen (14) consecutive days following the last date caring for a COVID positive or suspected client. This quarantine period must be completed before returning to the Employee's regular position.
- **Quarantine:** If an Employee voluntarily removes himself from the Team before the end of the Employee's assignment, the quarantine will be unpaid, but the Employee may use regular paid time off benefits where applicable or required by law. If the Employee completes the assignment on the Team as directed, quarantine time will be paid at the Employee's regular rate of pay.
- **Safety Measures:** Employees understand and acknowledge that there are inherent health risks in caring for and servicing COVID+ patients and that Addus has taken steps to minimize those risks through additional training and distribution of PPE. If at any time an Employee has questions or suggestions about safety as a member of the Team, please contact the Senior Director of Risk and Insurance, Erica Plesco immediately at (248) 986-8573.
- The parties agree to renegotiate this agreement based on the effects of further COVID related CDC, State, or local Health Department requirements.

For the Union


Melissa Unger (Dec 23, 2020 12:28 PST)
Melissa Unger, Executive Director

Date 12/23/2020

For the Employer



Date 12/23/2020





Hazard MOU signed

Final Audit Report

2020-12-23

Created:	2020-12-23
By:	Maureen Crawford (crawfordm@seiu503.org)
Status:	Signed
Transaction ID:	CBJCHBCAABAA57Mr57LFprsNzM6GOtaOOwV5ON_V1xky

"Hazard MOU signed" History

-  Document created by Maureen Crawford (crawfordm@seiu503.org)
2020-12-23 - 7:17:55 PM GMT- IP address: 98.246.131.80
-  Document emailed to Melissa Unger (ungerm@seiu503.org) for signature
2020-12-23 - 7:18:26 PM GMT
-  Email viewed by Melissa Unger (ungerm@seiu503.org)
2020-12-23 - 8:28:23 PM GMT- IP address: 66.249.84.81
-  Document e-signed by Melissa Unger (ungerm@seiu503.org)
Signature Date: 2020-12-23 - 8:28:39 PM GMT - Time Source: server- IP address: 75.164.65.187
-  Agreement completed.
2020-12-23 - 8:28:39 PM GMT