

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE STATE OF WASHINGTON
AND
SEIU 775**

The State of Washington, its agents, and SEIU 775 agree to modify the terms and conditions of the 2015-2017 Collective Bargaining Agreement and agree to delete Article 2 Section 2.3 and Article 15 Subsection 15.13 A and substitute the following provisions:

2.3 Access to New Individual Providers during the Contracting Process and Safety and Orientation Trainings

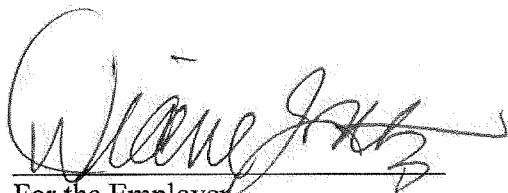
- A. The Union will be provided the opportunity to meet with new individual providers for fifteen (15) minutes during the contracting process. The Employer and its agents will take steps to consolidate contracting appointments into one (1) or two (2) designated days of the week, and will inform the Union of the designated days or other contracting arrangements.
- B. If the state office has regularly scheduled recurring times for individual providers to view the initial safety and orientation training, the State will make the Union aware of these reoccurring meetings on an annual basis. The State will also provide fifteen (15) minutes for a Union representative to meet with the individual provider(s). The Union will attend either the safety and orientation training or the initial contracting appointment.
- C. Individual providers will not be required to meet with Union representatives and will suffer no discrimination or retaliation as a result of their choice to meet or not to meet. The Employer will remain neutral, and will not either encourage individual providers to meet or discourage them from meeting with Union representatives.
- D. In some cases due to emergent or unanticipated matters, individual providers may complete the tasks ordinarily covered in contracting appointments outside of designated day(s) for a particular office. In these exceptional circumstances the State will, on at least a weekly basis, provide a list to the Union of individual providers that did not attend contracting appointments on designated days.

15.13 Access to Training

- A. Union Presentation Compensation
The parties agree that the Training Partnership shall provide the Union with reasonable access to its training classes, including providing the Union with technical support for online learning, in order for the Union to make a presentation concerning the Union and individual providers' rights and benefits ("Union issues"). The content of the presentation will be determined solely by the Union, but will not include urging support or opposition to any political candidate

or ballot measure, and will be in compliance with RCW 42.52.160 and .180. The Employer agrees to compensate up to thirty (30) minutes of time for a presentation on Union issues to all individual providers attending the Union portion of required basic training. The Employer agrees to compensate up to fifteen (15) minutes of time annually for a presentation on Union issues to all individual providers attending the Union portion of required continuing education. Individual providers are not required to attend the Union presentations, and will suffer no retaliation or discrimination as a result of their choice to attend or not to attend. Any additional time for presentations on Union issues agreed upon between the Union and the Partnership shall not be compensated by the Employer.

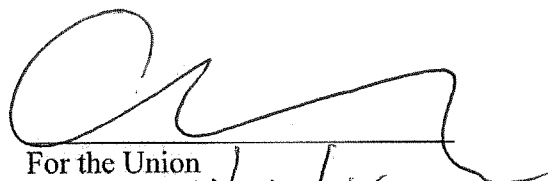
The effective date of this MOU is the date it is signed by both parties to this agreement, below.



For the Employer

Date:

4/4/16



For the Union

Date:

4/4/16