

MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
COMMUNITY CARE CONNECTIONS  
(hereinfter referred to as the "Employer")

AND  
UNITED FOOD AND COMMERCIAL WORKERS UNION, LOCAL 1776KS  
(hereinafter referred to as the "Union")

The Employer and Union being parties to a Collective Bargaining Agreement, which is effective from July 1, 2017 through June 30, 2020, hereby agree to amend the Collective Bargaining Agreement by adding the following:

The parties (CCC/UFCW) agree to the following supplemental Essential Responder Pay and for the period of March 29, 2020 thru May 31, 2020:

1. Staff providing face to face support in the residential homes or face to face support in the community will receive ten dollars (\$10) per hour, in addition to their regular base hourly rate of pay, for hours worked in face to face supports.
2. If one of our residential homes or community-supported individuals have significant symptoms as diagnosed by their PCP or confirmed with COVID-19, staff working in that home or face to face with that individual shall receive twenty dollars (\$20) per hour, in addition to their regular base hourly rate of pay, for hours worked in face to face supports.
3. In addition, in reference to Article 10.1, any additional shifts shall be offered to employees within the house first, prior to offering to staff from other houses.

FOR THE EMPLOYER

Pat Brennan, Executive Director  
3/30/2020

FOR THE UNION

EJ 3-30-2020  
Collective Bargaining Representative

## **Summary of Community Care Connections- COVID-19 Policy/Protocols:**

Please be assured that Community Care Connection's Emergency Management Team is taking the Covid-19 virus very serious. The team is talking daily to discuss any new information from CDC and local officials and adapting our pandemic plan as needed. Staff are absolutely being encouraged to wash their hands frequently, practice universal precautions and not come to work or stay at work when they are sick. In addition, we have implemented the following:

- We started a procedure to screen all employees and visitors who come to each home using DHS guidance. Temperatures are being taken as well. We will not let any visitor or staff member into a home whom we suspect may be ill with the virus.
- Should staff become sick while at work and there is another staff present, they will be asked to leave immediately. Should they be working alone, Supervisory staff will respond to the site so they can leave. Supervisors will fill in until additional staffing can be secured.
- Starting this week, we also asked that non-essential staff and family refrain from coming into the homes.
- We will follow DOH guidance on "Return to Work" criteria.
- All house meetings and quarterly reviews will be cancelled or conducted remotely to avoid potential exposure.
- All medical appointments for the individuals will be cancelled, unless their PCP deems it medically necessary. This will help limit unnecessary exposure to medical facilities and waiting rooms.
- Maintenance staff will enter the home only for essential repairs such as furnace, appliances, etc. They too will be subject to screening criteria.
- Instead of sending staff into stores for grocery shopping, we are having them email us what they need. The food is then being delivered to each location by office staff.
- Cleaning supplies have been provided to each house and staff are cleaning and wiping down surface areas multiple times per day.
- Should a participant in the program present with symptoms of the Covid-19 virus, supervisory staff will respond to the home immediately. They will relocate the individual to one of the isolated apartments we have created until a more detailed plan of care is in place. The Department of Health will be contacted immediately for guidance.
- Staff will immediately be made aware of any potential exposure that arises or that they may have come in contact with.

I hope the above provides some insight on how we plan to deal with this crisis now and moving forward. We feel confident that the back-up procedures we have in place will keep the Community Home Program operational throughout this crisis. We would anticipate absolutely no deficiencies in reimbursement from the state or delay in payroll. To date, your members have been phenomenal in their attitude and approach to the situation. They have shown up and provided our participants with the excellent care they so desperately need at this uneasy time. We are extremely blessed and grateful to have all of them as employees. As this

situation remains fluid, we are more than happy to work with you and your members to ensure their safety and well-being going forward.

The Company stated they are committed to continuing dialogue as any matter(s) arise and the environment/circumstances change.