

The Parties agree that the exact language from the following articles contained in the 2023 – 2025 Collective Bargaining Agreement will be retained in their entirety and included in the 2025 – 2027 Collective Bargaining Agreement:

Article 1: Statement of Purpose

Article 2: Recognition

Article 3: Scope of Agreement

Article 5: Vacancies

Article 6: Orientation

Article 9: Probationary Period

Article 10: Management Rights

Article 11: No Strike or Lockout

Article 14: Right of Access

Article 15: Labor Management Relations Committee

Article 16: Waiver/Savings

Article 17: Modification

Article 18: Successorship

Article 19: Health and Safety


Article 20: Dignity and Respect

Article 21: Job Descriptions and Care Plans

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Tentatively Agreed To:

For the Union:



Date:

01.07.2026

For the Employer:



Date:

1/15/2026

Article 22: Leaves of Absence
Article 23: Caseload
Article 24: Seniority
Article 25: Records and Pay Periods
Article 26: Adherence to Existing Statutes
Article 27: Past Practice
Article 28: Retirement
Article 33: Full Employment Initiative
Article 34: Training
Article 35: Dispatched Workers
Article 36: EVV
Article 37: Medical, Dental, Vision

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For the Union:



Date:

01.07.2026

For the Employer:

Mark Robinson, Market President

Date:

1/15/2026

ARTICLE 4: UNION SECURITY

SECTION 4.1 UNION MEMBERSHIP

Except where prohibited by law, each employee shall be required to become a member, or pay an equivalent fee designated by the Union by signing a union membership card no later than the thirty-first (31) day of employment, and to remain a member of the Union until the expiration of this Agreement. Any employee who fails to satisfy this obligation shall be terminated by the Employer. Termination shall occur after written notification is received from the Union at the Employer's Corporate Office of an employee's failure to become a member of the Union. The Employer shall provide written notice to the Union of such termination via timely submission of required monthly reports.

SECTION 4.2 UNION REPORTS

In order to provide the Union with timely and accurate information, the Employer agrees to furnish the appropriate Union reports containing pertinent information on bargaining unit employees.

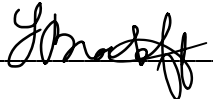
The Employer shall provide the Union with a list of all employees covered by this Agreement within eight (8) business days after the end of the month. If the report is delayed the Employer will notify the Union when the report will be delivered. The list shall be complete and include:

- Location name
- Employee ID
- Employee Last Name
- Preferred Last name
- Employee First Name
- Preferred First Name
- Employee Middle Name
- Preferred Pronouns
- Social Security Number (SSN)

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_____ 01.07.2026

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_____ *Mark Robinson, Market President*

Date:

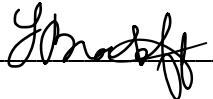
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- Date of Birth
- Gender
- Preferred Language
- Address Type (Mailing, Physical)
- Address 1
- Address 2
- City
- State
- Zip
- Address Last Updated
- Home Phone Number (all phone numbers shall conform to the '(xxx) xxx-xxxx' format)
- Personal Cell Phone Number (all phone numbers shall conform to the '(xxx) xxx-xxxx' format)
- Personal Email Address
- Original Hire Date
- ~~Last~~ Most recent Hire Date
- Job Termination Date
- Termination Reason Code
- FTE Status
- Hourly Rate
- Check Detail Pay Date
- Gross Pay
- Dues Assessable Pay
- Union Dues
- COPE Deduction
- Other Fees (UCA, SPECASS, ISSUES)
- Total Dues
- YTD Hours Worked
- YTD Gross Pay
- YTD Union Dues,

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- YTD COPE
- YTD Other Fees
- Overtime Hours
- Mileage Amount (number of miles)
- Differential Rate (if applicable), Excluding Certification Differential
- Paid Time Off
- Paid Time Off Hours Balance

The Employer shall provide this list in a common electronic format agreed upon by the Employer and the Union. The formatting of the Roster and Deduction report and file naming convention shall conform to template provided to the Employer by the Union in Exhibit A. If the employer desires to change the agreed upon format, the Employer shall give the Union no less than sixty (60) days notice. During that time the Union and Employer shall meet to discuss the change. The sum of the individual Union dues amounts in the Roster shall exactly match the amount of the dues payment(s) remitted to the Union.

If the Dues Report and the Employee Roster are submitted as separate reports, both reports must have a corresponding record, cover the same time period, and must contain the following identical information:

1. Employee number
2. First Name
3. Middle Name
4. Last Name
5. Social Security Number

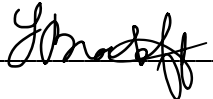
SECTION 4.3 DUES/COPE/VOLUNTARY DEDUCTIONS

The Employer agrees to deduct from each employee's pay all authorized fees, dues, assessments, COPE contributions, and other voluntary deductions (up to four (4) total), upon receipt of a lawfully executed voluntary authorization by each employee directing the Employer to make such deductions. The Employer shall make such deductions from the employee's paycheck following

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receipt of such authorization, and periodically thereafter as specified on the authorization, so long as such authorization is in effect, and shall remit same to the Union. The Union will furnish all the forms necessary to be used for this authorization. Deductions will begin by the start of the next payroll cycle following the receipt of the employee authorization at the Employer's Corporate Office or following receipt of employee deduction authorization updates from the Union. Upon request, the Union will furnish the original dues authorization to the Employer.

~~The Union will notify the Employer's Corporate Office contact in writing of changes in value or calculation of dues, fees, or other assessments within five (5) days of execution of this Agreement, and forty-five (45) days before the effective date of any change.~~

Employees may express such authorizations by submitting to the Union a written membership application, through electronically recorded phone calls, by submitting to the Union an online deduction authorization, or by any other means of indicating agreement so long as the Union can establish that such method is verifiable and allowable under state and federal law to the Employer's satisfaction. An authorization shall be considered verifiable where the Union provides documentation that an employee authorized the specific terms of the payroll deduction either on paper through a written signature, via electronic signature on an on-line or other electronic form that includes the specific terms of the deduction or via an electronically recorded phone call in which the employee authorized such deductions after being informed of the specific terms.

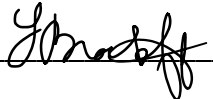
Under no circumstances shall the period of irrevocability for any employee be more than one year or beyond the termination date of the applicable collective bargaining agreement, whichever occurs first.

The Union agrees to indemnify and hold the Employer harmless against any and all claims, suits, orders, or judgments brought or issued against the Employer as a result of any action taken by the Employer pursuant to any communication from the Union under the provisions of this Article.

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_____ 

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The Union shall be responsible for defending any such action and paying all attorneys' fees and costs incurred in defending against such actions.

SECTION 4.4 DATA SECURITY

The Employer agrees that the following information is maintained as confidential by Employer: the names, addresses, telephone numbers, wireless telephone numbers, electronic mail addresses, social security numbers, and dates of birth of all employees covered by this Agreement. Employer does not release such information to the third parties, except as necessary to comply with the provision of this Agreement, for the provision of other employment benefits, to comply with a valid subpoena or other formal documentation production process, including without limitation in response to subpoenas or request issues by a regulatory agency or court of competent jurisdiction.

SECTION 4.5 DATA MAINTENANCE

The Union will conduct periodic audits of data related to membership form reconciliation, financial deductions, and bargaining unit information. The Employer shall complete and/or reconcile the Audit within fifteen (15) days of receiving the audit from the Union.

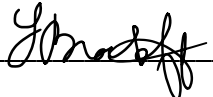
SECTION 4.6: MEMBERSHIP CARD

The Employer shall include a Union Membership Card in each employee's employment paperwork. The card will be reserved for the Union Representative/Advocate, as available, to review the membership card with new employees during their orientation. After collecting said card from the new employee or Advocate, the Employer shall retain a copy for itself and send a complete digital copy to the the original to the Union within five (5) business days via common electronic format agreed upon by the Employer and the Union. Cards collected by a Union Advocate will be shared with the Employer to make a copy for itself. The Employer will make digital copies of Membership Cards on file available to the Union upon request through the Data Maintenance process outlined in Section 4.3.

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Date:

1/15/2026

ARTICLE 7: EQUAL OPPORTUNITY & NONDISCRIMINATION

SECTION 7.1 EQUAL OPPORTUNITY

The Employer and the Union agree that there shall be no discrimination with respect to employment or conditions of employment on the basis of race, ethnicity, language, citizenship, immigration status, domestic partner, color, creed, physical and/or mental disability, marital or family status, national or tribal origin, ancestry, genetic information, gender, sex, sexual orientation, gender identity, pregnancy status, age, religion, creed, citizenship status, veterans status, political beliefs, actions and affiliations, socio-economic status, Union membership and activities, or other consideration made unlawful by federal, state, or local law. The Employer further agrees that it shall not discriminate in terms or conditions of employment on the basis of the aforementioned characteristics (except for bona fide occupational qualifications or client preference).

SECTION 7.2 ANTI-HARASSMENT AND ANTI-DISCRIMINATION POLICIES

The Employer has established anti-harassment and anti-discrimination policies that are compliant with state and federal law. These policies shall include a complaint procedure, including non-retaliation and confidentiality policies. Such policies shall be made readily available to employees in the employee handbook and shall be updated as needed or as required by law.

It is the responsibility of the Employer to ensure that all employees are aware of the Employer's anti-harassment and anti-discrimination policies and properly trained on the content of such policies.


SECTION 7.3 PRIVACY RIGHTS

The Employer shall comply with all applicable federal, state and local regulations with respect to the privacy rights of its employees.

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ARTICLE 8: UNION RIGHTS

SECTION 8.1 UNION ADVOCATES

For purposes of representation and mutual administration of the contract, the Union will designate Advocates from among its members employed by the Employer. The Union will notify the Employer within 10 working days when an Advocate has been designated.

SECTION 8.2 BULLETIN BOARD

The Employer will provide a bulletin board, in an area easily accessible to employees in each branch office, for Union postings. The Union agrees to apply reasonable standards of good taste when posting Union notices. ~~During the life of this agreement, should the Union develop a “virtual bulletin board” the Employer shall display a link provided by the Union. The parties shall meet to determine the appropriate place on the Employer’s website to display the link and/or agree to include it in the NEO packet.~~

During the life of this agreement, should the Union develop a “virtual bulletin board” the Employer shall display a link provided by the Union. The employer agrees to include the link in the New Employee Orientation packet.

SECTION 8.3 UNION LEAVE

Any employee elected or appointed to an office or position in the Union shall be granted a leave of absence for a period of continuous service with the Union not to exceed two (2) years. The leave may exceed two (2) years in cases where the term of office exceeds this period. Thirty (30) days written notice must be given to the Employer before the employee takes leave to accept

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For the Union:



Date:

1/16/2026

For the Employer:



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such office or position, or before such employee returns to work. Such leaves of absence shall be without pay or benefits.

A leave of absence without pay shall also be granted for no more than ninety (90) days to conduct Union business provided fifteen (15) days written notice is given. Such leaves of absence shall be without pay or benefits. The Employer and the Union shall cooperate in the scheduling of substitutes, so that employees on leave can return to their job positions upon ending their leave. If this leave lasts more than five (5) days, the Employer will not be able to guarantee the employee their same clients or same hours. If the Employer determines it will harm client services, the Employer can deny a leave request to the employee serving the affected client, until the Employer can find a substitute. If more than one leave of this kind is taken per year by the same employee, the second or additional leave request shall be at the sole discretion of the Employer.

SECTION 8.4 HOME CARE ~~ADVOCACY~~ LOBBY DAY

The Employer agrees to grant up to twenty percent (20%) of bargaining unit Employees, based on a first-come, first-served basis, specific paid leave days, up to two days per person per calendar year, as designated by the Union to participate in home care advocacy. Requests for additional days may be granted on a branch-by-branch basis and such requests shall not be unreasonably denied by the Employer.


The Employer agrees that in cases where the 20% allotment is unmet, employees participating in Home Care Advocacy Lobby Day may request additional paid leave days for advocacy work or to account for travel time for such advocacy work. Such requests are subject to client and staffing needs, but shall not be unreasonably denied by the Employer.

Home Care Advocacy Lobby Days are for the general purpose of public action and advocacy to any state or federal government, legislature or congress on issues related to home care or home health services and other mutually beneficial legislation, as agreed to by both parties in advance.

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Bargaining unit employees shall inform the Employer of their intent to attend ~~an advocacy a~~ Lobby-day by following the Employer policy on requesting leave. Leave requests shall take client needs into consideration but shall not be unreasonably denied by the Employer. The Employer shall communicate promptly with ~~The the~~ Union concerning any difficulties in granting leave requests. The Employer shall promptly provide written notification to the employee indicating whether approval for advocacy day has been granted or denied.

Employees on paid leave for ~~Home Care Advocacy~~ Lobby Day shall receive their regular rate of pay for their scheduled hours on that day. Such time shall not be counted for the purpose of overtime or paid time off computation.

The Union shall submit a list of those employees who attended the designated ~~advocacy~~ Lobby days, to verify attendance for the Employer's purpose of paying leave.

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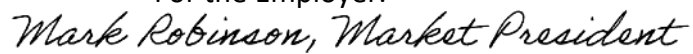
For the Union:



Date:

1/26/2026

For the Employer:



Date:

1/15/2026

ARTICLE 12: DISCIPLINE AND DISCHARGE

SECTION 12.1 JUST CAUSE AND DISCIPLINE

The Employer shall not have the right to discipline ~~employees and to~~ discharge employees except for just cause. Discipline shall be, in general, directed at correcting performance problems, except in situations when the nature of the offense is cause for immediate discharge such as serious misconduct, as defined by the Employer's policies. Discipline may include oral reprimands, written reprimands, suspension and discharge. The Employer may skip steps in the discipline process based upon the seriousness of the offense in accordance with just cause. At every step of the disciplinary process, the Employer shall provide an explanation for each action taken. The Employer's ~~current~~ practice is that in general, twelve (12) months without any disciplinary action will result in the ~~last step~~ disciplinary action being removed from consideration. The Employer will notify the Union if extraordinary circumstances result in the Employer determining that a specific discipline will roll off at a date ~~certain~~ beyond the general rule of twelve (12) months.

If ~~Addus the Employer~~ disciplines an employee, ~~Addus the Employer~~ will make commercially reasonable efforts to discipline the employee in private and in a manner that is not intended to embarrass the employee before other employees, clients, or the public.

When employees are issued disciplinary actions, the discipline will include a description of the conduct that is the basis for the discipline. The Employer will strive to identify specific corrective action(s) the employee must take to improve their performance.

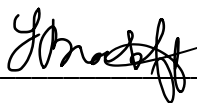
SECTION 12.3 WRITTEN WARNING/SUSPENSION

If an employee speaks a language other than English, they may request interpretation from the SEIU Member Resource Center at any point before or during the investigatory or disciplinary

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meeting. In any case where an employee is the subject of a written formal warning or suspension, the Employer will notify the employee of the employees' option to be presented with the warning in a face-to-face meeting or video/conference call, and to have a Union representative present at the meeting or participate in the video/conference call when it is scheduled. If a Union representative is desired, it is the responsibility of the employee to notify the Union and arrange representation. Prior to commencing delivery of the written formal warning or suspension at the scheduled meeting, the employee will be given a form to confirm that the employee has been offered the option to have a Union representative present. The confirmation will be attached to the written formal warning or suspension as part of the permanent record of the meeting. In cases where a suspension results in termination for just cause, back pay for the suspension period will not be offered.

The Employer, employee and Union representative will make every effort to conduct this meeting within 5 business days. The planned meeting date, time and location will be communicated with The Union and will then proceed as planned.

SECTION 12.4 UNION NOTIFICATION

Within forty-eight (48) hours after any suspension or discharge, the Employer will notify the Union in writing of the discharge/suspension and the reason for this action. Failure to do so will not affect the termination or its validity in any way.

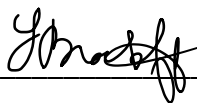
SECTION 12.5 INTERVIEW BY UNION

A Union representative shall have the right to interview employees and branch management concerning discharge and discipline matters. Employer personnel shall have the right to have another employer representative present in such interviews. Such interviews shall not interfere in any way with the Employer's business activity. Such interviews are for informational purposes.

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The Employer will have the same right to interview any bargaining unit employee, provided the employee is permitted to have a Union representative at the interview.

SECTION 12.6 EMPLOYER RULES

The Employer may establish reasonable work rules necessary to regulate employees' conduct at work. Work rules shall be made available to all employees, through employee handbooks and postings on ~~our~~ the Employer's company website. The Employer will advise the Union of any proposed changes to the work rules thirty (30) days in advance.

SECTION 12.7 EMPLOYEE CONFERENCES

Employees shall be notified by the Employer of their right to request Union representation at the beginning of any disciplinary meeting or disciplinary investigation. When the Employer requests a written statement in lieu of a meeting, the Employer shall notify the employee of their right to consult their Union representative prior to submission of the statement. The Employer agrees to make time available when the participating Union Advocate/Union representative and employee are not assigned to work or the Employer agrees to compensate the employee and the Advocate/Union representative for time missed from normal work assignments. After four reasonable and documented attempts to set up a meeting time with the participating Advocate/Union representative, the meeting will proceed on the date proposed in the fourth attempt regardless of the availability of the Advocate/Union representative.

SECTION 12.8 PERSONNEL FILES

Any information regarding disciplinary action, e.g., warnings, placements on probation status or formal evaluation reports prepared by the Employer shall be placed in the employee's personnel file and a copy shall be made available to the employee. The employee shall be offered the opportunity to sign the document indicating that ~~she/he~~ they have seen it and shall have the right to add a written reply to it. The Employer shall allow employees access to their personnel

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file at reasonable times. Employees shall have the right to submit written comments up to twice the length of the item being replied to or two (2) pages, whichever is longer, and reply to any material in their file. These comments shall also be maintained in the personnel file.

SECTION 12.9 APS INVESTIGATIONS/SUSPENSIONS

In the event Adult Protective Services (APS) initiates an investigation, to the extent permissible by law and depending on the nature of the investigation or surrounding circumstances, the Employer may at its sole discretion keep the employee actively working with other clients that are not part of the investigation; where an employee only has the one client involved in the investigation, the Employer may at its sole discretion assign another client to the employee. Upon completion of the APS investigation if it is determined that no further action is required by the Employer regarding the affected employee, the Employer shall make a reasonable attempt to bring the employee back to his/her/their workload prior to the investigation.

SECTION 12.10 ADMINISTRATIVE LEAVE

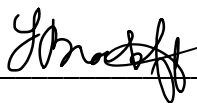
An employee may be placed on administrative leave, removed from client services or be reassigned while an investigation is being conducted; if the Employer determines the nature of the allegations requires the employee to be placed on leave or removed from client services and/or if an outside agency investigation requires that the employee be removed from client services. - The Employer shall not be required to reassign such employees until the conclusion of the Employer's investigation. In cases where an outside agency is investigating allegations of abuse, neglect or serious employee misconduct, it shall be the responsibility of the employee to inform the Employer when such time as they have been made aware by the outside agency that the investigation has been completed and the outcome of such investigation.

In any case, the employee may use accrued, earned leave as a substitute for leave without pay.

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ARTICLE 13: GRIEVANCE PROCEDURE

SECTION 13.1 DEFINITION

A grievance is hereby defined as a claim against, or dispute with, the Employer by an employee or the Union involving an alleged violation by the Employer of the terms of this Agreement and/or the Employee Handbook. The Union and the Employer are mutually committed to resolving disputes at the lowest level possible and in an expedient manner. An individual employee or group of employees shall have the right to present grievances and to have such grievances adjusted without the involvement of The Union, as long as the adjustment is not inconsistent with the terms of this Agreement and/or the Employee Handbook and the appropriate Union representative has been given the opportunity to be present at such adjustments.

SECTION 13.2 TIME LIMITS, MEETINGS, AND NOTIFICATIONS

The purpose of time limits within the grievance procedure is to ensure the swift resolution of disputes. Time limits may be extended or waived at any step of the grievance procedure by mutual written agreement of the Parties. The party awaiting a response at any step may advance the grievance to the next step once the time limits have expired. The Union may withdraw a grievance at any step in the grievance procedure. The Parties agree that the grievance may be resolved at any stage of the grievance process, provided that all appeals are timely. The parties may waive meetings or conduct meetings by phone or video conference by mutual agreement. An email shall be a valid notification under this article.

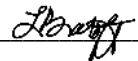
An employee who attends a grievance meetings outside of scheduled working hours shall be paid for their time spent at their ~~base~~ normal rate of pay.

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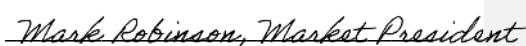
For the Union:



Date:

1/16/2026

For the Employer:



Date:

1/15/2026

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SECTION 13. ~~3.2~~ PROCESS GRIEVANCE STEPS

~~Grievances shall be handled in the following manner:~~

~~The Employer and the Union agree that wherever possible, problems should be solved at the earliest possible step.~~

Step One:

The grievance shall be prepared in writing and shall be presented by the grievant and/or the Union to the Agency Director or ~~his/her~~ their designated representative within forty-five (45) calendar days from the date of the occurrence of the facts or from the date the alleged violation first became known; provided, however, that in the case of a grievance based upon or related to the discharge of an employee, such written grievance must be presented within forty-five (45) calendar days after the date of discharge. The grievance shall state the nature and date of the occurrence giving rise to the grievance, the Article(s) or Section(s) of the Agreement on which the grievance is based, and the relief or remedy sought. The Employer will respond in writing within twenty-one (21) calendar days. During Step One, the parties will conduct a meeting either by phone, video-conference or in person, to endeavor to resolve the matter.


Step Two:

If no settlement has been reached by the grievant and the Employer or the Employer's time line has expired, the grievance shall be presented by the grievant and/or the Union to the Regional Vice President or ~~his/her~~ their designated representative within thirty (30) calendar days of the Employer's last response or, if no response was received, within thirty (30) calendar days of the expiration of the Employer's deadline to respond. The Employer will respond in writing within twenty-one calendar days. During Step Two,

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For the Union:



Date:

01/16/2026

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the parties will conduct a meeting either by phone, video-conference or in person, to endeavor to resolve the matter.

Step Three: Mediation (optional)

Mediation may be mutually agreed upon by the Union and the Employer to resolve grievances not resolved following Step Two. Neither party is obligated to agree to mediation, and either party may decline mediation in its sole discretion. If mediation is mutually agreed, a mediator shall be selected within ten (10) calendar days of advancement of a grievance to mediation, from a list of trained mediators provided by the Federal Mediation and Conciliation Service, or otherwise by mutual agreement. The selected mediator shall hear the presentation as soon as all parties are reasonably able to do so, but not more than thirty (30) days from the selection of the mediator unless an extension is agreed to by the Employer and the Union. Any grievance settlement reached in mediation shall be in writing, signed by the Parties, and be final and binding. The Parties shall bear their own costs for mediation. If mediation is unsuccessful in resolving the grievance, or mediation is not selected as an option for resolution, the Union may advance the grievance to Arbitration.

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~~If no settlement is reached or the Employer does not respond within twenty-one (21) calendar days after the date the grievance is presented to the Employer as provided in Step Two, then the Union shall, within the next thirty (30) calendar days, give notice to the Regional Vice President of its intent to arbitrate. The time limits in this Article may be extended by mutual agreement of the official representative of the parties.~~

SECTION 13.3 ARBITRATION

If no resolution or settlement is reached within thirty (30) calendar days after the date the grievance is presented to an Employer as provided in Step Two, or within fifteen (15) calendar days after an unsuccessful mediation, or if no response is received by the Union within the time limits, then the Union shall have the right, within the next fifteen (15) calendar days, to advise

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For the Employer:



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the Director or the Employer's designee that the Union is forwarding the grievance to a neutral arbitrator for final and binding settlement. The time limits for filing for arbitration may be extended by mutual agreement of the official representative of the Parties.

In the event that a dispute proceeds to arbitration, the Union and the Employer shall make a good faith effort to agree on an arbitrator. In the event The Union and the Employer are unable to agree, and not later than seven (7) calendar days from receipt of the first request for arbitration, the Union and the Employer shall select the list of arbitrators as follows:

- (a) The Federal Mediation and Conciliation Service (FMCS) shall submit a list of seven (7) arbitrators to the Union and to the Employer.
- (b) Within fourteen (14) calendar days after receipt of the arbitration panel, the parties shall meet to select and place in numerical order the arbitrators through the process of elimination by alternately striking names.
- (c) The party to strike first shall be selected by a toss of the coin.


The jurisdiction of the impartial arbitrator is limited to:

- (1) Adjudication of the issues which under the express terms of this Agreement or the Employee Handbook, and the submission agreement setting forth the issue or issues to be arbitrated, which shall be entered into between the parties hereto;
- (2) Interpretation of the specific terms of this Agreement and/or the Employee Handbook which are applicable to the particular issue presented to the arbitrator;
- (3) The rendition of a decision or award which in no way modifies, adds to, subtracts from, changes or amends any term or condition of this Agreement or the Employee

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Handbook and/or which is in conflict with any of the provisions of this Agreement and/or the Employee Handbook; and

(4) The rendition of a decision or award based solely on the evidence and arguments presented to the arbitrator by the respective parties.

(5) The rendition of a decision involving the administration or interpretation of insurance plans or contracts, including pension plans; and those issues related to interpretation of the health and dental plan rules for eligibility, cost to employees, the Union and the Employer. The arbitrator shall not have jurisdiction over internal rules of the insurance plan itself which are outside the Employer's control.

The arbitrator will render a decision within thirty (30) calendar days after the hearing. The decision shall be final and binding upon the Employer, the Union and the employees affected, provided that this does not preclude any party to this Agreement from seeking judicial review as provided by law. The costs of the arbitration shall be borne by the losing party.

SECTION 13.4 ELECTRONIC COMMUNICATIONS

Notifications of grievances as well as notifications of mediation and arbitration may be presented by either party in an email or other widely accepted form of written communication.

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ARTICLE 29: WAGES AND PREMIUMS

SECTION 29.1 WAGE SCALE

Effective July 1, 202~~53~~, all bargaining unit employees shall be placed in the wage scale for direct service hours worked according to the employee's cumulative career hours (CCH) with Addus Healthcare. Bargaining unit employees shall advance to the next step on the wage scale as they reach the hours on that step. No employee shall suffer a reduction in base rate of pay whose current base rate of pay exceeds that of the scale.

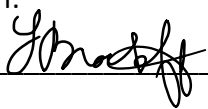
SECTION 29.1.1 BASE WAGE:

CFC Hours	Current Base Wage	Year 1 Base Wage	HB 638 Add On	Year 2 Base Wage
0-2000	-\$10.85	-\$15.00	\$3.13	-\$ 15.50
2001-4000	-\$10.97	-\$15.10	\$3.13	-\$15.60
4001-6000	-\$11.09	-\$15.20	\$3.13	-\$15.70
6001-8000	-\$11.21	-\$15.30	\$3.13	-\$15.80
8001-10000	-\$11.33	-\$15.40	\$3.13	-\$15.90
10001-12000	-\$11.34	-\$15.50	\$3.13	-\$16.00
12001-18000	-\$11.55	-\$15.60	\$3.13	-\$16.10
18001+	-\$11.55	-\$16.00	\$3.13	\$16.50

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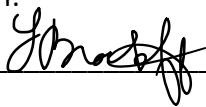
	<u>Current</u>	<u>Year 1</u>		<u>Year 2</u>
<u>CFC Hours</u>	<u>Base Wage</u>	<u>Base Wage</u>	<u>HB-638 Add-On</u>	<u>Base Wage</u>
<u>0-2000</u>	<u>\$15.50</u>	<u>\$16.50</u>	<u>\$3.68</u>	<u>\$17.25</u>
<u>2001-4000</u>	<u>\$15.60</u>	<u>\$16.60</u>	<u>\$3.68</u>	<u>\$17.35</u>
<u>4001-6000</u>	<u>\$15.70</u>	<u>\$16.70</u>	<u>\$3.68</u>	<u>\$17.45</u>
<u>6001-8000</u>	<u>\$15.80</u>	<u>\$16.80</u>	<u>\$3.68</u>	<u>\$17.55</u>
<u>8001-10000</u>	<u>\$15.90</u>	<u>\$16.90</u>	<u>\$3.68</u>	<u>\$17.65</u>
<u>10001-12000</u>	<u>\$16.00</u>	<u>\$17.00</u>	<u>\$3.68</u>	<u>\$17.75</u>
<u>12001-18000</u>	<u>\$16.10</u>	<u>\$17.10</u>	<u>\$3.68</u>	<u>\$17.85</u>
<u>18001+</u>	<u>\$16.50</u>	<u>\$17.50</u>	<u>\$3.68</u>	<u>\$18.25</u>

<u>Waiver Hours</u>	<u>Current Base Wage</u>	<u>Year 1 Base Wage</u>	<u>Big Sky Waiver Add-on</u>	<u>Year 2 Base Wage</u>
<u>0-2000</u>	<u>\$10.85</u>	<u>\$15.00</u>	<u>\$5.77</u>	<u>\$15.50</u>
<u>2001-4000</u>	<u>\$10.97</u>	<u>\$15.10</u>	<u>\$5.77</u>	<u>\$15.60</u>
<u>4001-6000</u>	<u>\$11.09</u>	<u>\$15.20</u>	<u>\$5.77</u>	<u>\$15.70</u>
<u>6001-8000</u>	<u>\$11.21</u>	<u>\$15.30</u>	<u>\$5.77</u>	<u>\$15.80</u>
<u>8001-10000</u>	<u>\$11.33</u>	<u>\$15.40</u>	<u>\$5.77</u>	<u>\$15.90</u>
<u>10001-12000</u>	<u>\$11.34</u>	<u>\$15.50</u>	<u>\$5.77</u>	<u>\$16.00</u>
<u>12001-18000</u>	<u>\$11.55</u>	<u>\$15.60</u>	<u>\$5.77</u>	<u>\$16.10</u>

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18001+	\$11.55	\$16.00	\$5.77	\$16.50
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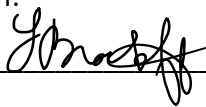
<u>CFC Hours</u>	<u>Current Base Wage</u>	<u>Year 1 Base Wage</u>	<u>HB 638 Add-On</u>	<u>Year 2 Base Wage</u>
<u>0-2000</u>	<u>\$15.50</u>	<u>16.30</u>	<u>\$3.68</u>	<u>\$17.25</u>
<u>2001-4000</u>	<u>\$15.60</u>	<u>16.40</u>	<u>\$3.68</u>	<u>\$17.35</u>
<u>4001-6000</u>	<u>\$15.70</u>	<u>16.50</u>	<u>\$3.68</u>	<u>\$17.45</u>
<u>6001-8000</u>	<u>\$15.80</u>	<u>16.60</u>	<u>\$3.68</u>	<u>\$17.55</u>
<u>8001-10000</u>	<u>\$15.90</u>	<u>16.70</u>	<u>\$3.68</u>	<u>\$17.65</u>
<u>10001-12000</u>	<u>\$16.00</u>	<u>16.80</u>	<u>\$3.68</u>	<u>\$17.75</u>
<u>12001-18000</u>	<u>\$16.10</u>	<u>16.90</u>	<u>\$3.68</u>	<u>\$17.85</u>
<u>18001+</u>	<u>\$16.50</u>	<u>17.30</u>	<u>\$3.68</u>	<u>\$18.25</u>

<u>Waiver Hours</u>	<u>Current Base Wage</u>	<u>Year 1 Base Wage</u>	<u>Big Sky Waiver Add-on</u>	<u>Year 2 Base Wage</u>
<u>0-2000</u>	<u>\$15.50</u>	<u>\$18.50</u>	<u>\$6.10</u>	<u>\$18.75</u>

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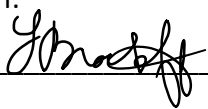
<u>2001-4000</u>	<u>\$ 15.60</u>	<u>\$18.60</u>	<u>\$6.10</u>	<u>\$18.85</u>
<u>4001-6000</u>	<u>\$ 15.70</u>	<u>\$18.70</u>	<u>\$6.10</u>	<u>\$18.95</u>
<u>6001-8000</u>	<u>\$15.80</u>	<u>\$18.80</u>	<u>\$6.10</u>	<u>\$19.05</u>
<u>8001-10000</u>	<u>\$15.90</u>	<u>\$18.90</u>	<u>\$6.10</u>	<u>\$19.15</u>
<u>10001-12000</u>	<u>\$16.00</u>	<u>\$19.00</u>	<u>\$6.10</u>	<u>\$19.25</u>
<u>12001-18000</u>	<u>\$16.10</u>	<u>\$19.10</u>	<u>\$6.10</u>	<u>\$19.35</u>
<u>18001+</u>	<u>\$16.50</u>	<u>\$19.50</u>	<u>\$6.10</u>	<u>\$19.75</u>

<u>Waiver Hours</u>	<u>Current Base Wage</u>	<u>Year 1 Base Wage</u>	<u>Big Sky Waiver Add-on</u>	<u>Year 2 Base Wage</u>
<u>0-2000</u>	<u>\$15.50</u>	<u>16.95</u>	<u>\$6.10</u>	<u>17.70</u>
<u>2001-4000</u>	<u>\$15.60</u>	<u>17.05</u>	<u>\$6.10</u>	<u>17.80</u>
<u>4001-6000</u>	<u>\$15.70</u>	<u>17.15</u>	<u>\$6.10</u>	<u>17.90</u>
<u>6001-8000</u>	<u>\$15.80</u>	<u>17.25</u>	<u>\$6.10</u>	<u>18.00</u>
<u>8001-10000</u>	<u>\$15.90</u>	<u>17.35</u>	<u>\$6.10</u>	<u>18.10</u>
<u>10001-12000</u>	<u>\$16.00</u>	<u>17.45</u>	<u>\$6.10</u>	<u>18.20</u>
<u>12001-18000</u>	<u>\$16.10</u>	<u>17.55</u>	<u>\$6.10</u>	<u>18.30</u>
<u>18001+</u>	<u>\$16.50</u>	<u>17.95</u>	<u>\$6.10</u>	<u>18.75</u>

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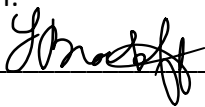
	Current	Year 1		Year 2
CFC Hours	Base Wage	Base Wage	HB-638 Add-On	Base Wage
0-2000	\$15.50	\$16.50	\$3.68	\$17.25
2001-4000	\$15.60	\$16.60	\$3.68	\$17.35
4001-6000	\$15.70	\$16.70	\$3.68	\$17.45
6001-8000	\$15.80	\$16.80	\$3.68	\$17.55
8001-10000	\$15.90	\$16.90	\$3.68	\$17.65
10001-12000	\$16.00	\$17.00	\$3.68	\$17.75
12001-18000	\$16.10	\$17.10	\$3.68	\$17.85
18001+	\$16.50	\$17.50	\$3.68	\$18.25

	Current	Year 1	Big Sky Waiver	Year 2
Waiver Hours	Base Wage	Base Wage	Add-on	Base Wage
0-2000	\$15.50	\$17.80	\$6.10	\$18.55
2001-4000	\$15.60	\$17.90	\$6.10	\$18.65
4001-6000	\$15.70	\$18.00	\$6.10	\$18.75
6001-8000	\$15.80	\$18.10	\$6.10	\$18.85
8001-10000	\$15.90	\$18.20	\$6.10	\$18.95
10001-12000	\$16.00	\$18.30	\$6.10	\$19.05
12001-18000	\$16.10	\$18.40	\$6.10	\$19.15

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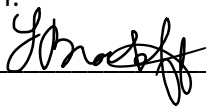
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18001+	\$16.50	\$18.80	\$6.10	\$19.60	
<u>Tier</u>	<u>Current Rate</u>	<u>CFC Rate</u> <u>Year 1</u>	<u>CFC Rate</u> <u>Year 2</u>	<u>Waiver Rate</u> <u>Year 1</u>	<u>Waiver Rate</u> <u>Year 2</u>
<u>0-2,000</u>	<u>\$15.50</u>	<u>\$16.43</u>	<u>\$17.15</u>	<u>\$17.73</u>	<u>\$18.45</u>
<u>2,001-4,000</u>	<u>\$15.60</u>	<u>\$16.53</u>	<u>\$17.25</u>	<u>\$17.83</u>	<u>\$18.55</u>
<u>4,001-6,000</u>	<u>\$15.70</u>	<u>\$16.63</u>	<u>\$17.35</u>	<u>\$17.93</u>	<u>\$18.65</u>
<u>6,001-8,000</u>	<u>\$15.80</u>	<u>\$16.73</u>	<u>\$17.45</u>	<u>\$18.03</u>	<u>\$18.75</u>
<u>8,001-10,000</u>	<u>\$15.90</u>	<u>\$16.83</u>	<u>\$17.55</u>	<u>\$18.13</u>	<u>\$18.85</u>
<u>10,001-12,000</u>	<u>\$16.00</u>	<u>\$16.93</u>	<u>\$17.65</u>	<u>\$18.23</u>	<u>\$18.95</u>
<u>12,001-18,000</u>	<u>\$16.10</u>	<u>\$17.03</u>	<u>\$17.75</u>	<u>\$18.33</u>	<u>\$19.05</u>
<u>18,000+</u>	<u>\$16.50</u>	<u>\$17.43</u>	<u>\$18.15</u>	<u>\$18.73</u>	<u>\$19.50</u>

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<u>Tier</u>	<u>Current Rate</u>	<u>CFC Rate Year 1</u>	<u>HB638 Add on</u>	<u>CFC Rate Year 2</u>	<u>Waiver Rate Year 1</u>	<u>Big Sky Waiver Add on</u>	<u>Waiver Rate Year 2</u>
<u>0-2,000</u>	<u>\$ 15.50</u>	<u>\$16.45</u>	<u>\$3.68</u>	<u>\$17.20</u>	<u>\$17.75</u>	<u>\$6.10</u>	<u>\$18.50</u>
<u>2,001-4,000</u>	<u>\$ 15.60</u>	<u>\$16.55</u>	<u>\$3.68</u>	<u>\$17.30</u>	<u>\$17.85</u>	<u>\$6.10</u>	<u>\$18.60</u>
<u>4,001-6,000</u>	<u>\$ 15.70</u>	<u>\$16.65</u>	<u>\$3.68</u>	<u>\$17.40</u>	<u>\$17.95</u>	<u>\$6.10</u>	<u>\$18.70</u>
<u>6,001-8,000</u>	<u>\$ 15.80</u>	<u>\$16.75</u>	<u>\$3.68</u>	<u>\$17.50</u>	<u>\$18.05</u>	<u>\$6.10</u>	<u>\$18.80</u>
<u>8,001-10,000</u>	<u>\$ 15.90</u>	<u>\$16.85</u>	<u>\$3.68</u>	<u>\$17.60</u>	<u>\$18.15</u>	<u>\$6.10</u>	<u>\$18.90</u>
<u>10,001-12,000</u>	<u>\$ 16.00</u>	<u>\$16.95</u>	<u>\$3.68</u>	<u>\$17.70</u>	<u>\$18.25</u>	<u>\$6.10</u>	<u>\$19.00</u>
<u>12,001-18,000</u>	<u>\$ 16.10</u>	<u>\$17.05</u>	<u>\$3.68</u>	<u>\$17.80</u>	<u>\$18.35</u>	<u>\$6.10</u>	<u>\$19.10</u>
<u>18,000+</u>	<u>\$ 16.50</u>	<u>\$17.45</u>	<u>\$3.68</u>	<u>\$18.20</u>	<u>\$18.75</u>	<u>\$6.10</u>	<u>\$19.55</u>

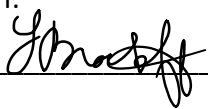
*The Employer agrees to be in full compliance with any changes to federal and state minimum wage statutes and regulations and any other Montana based municipality enacting minimum wage ordinances that may occur during this agreement.

Effective upon ratification of this agreement, all hours reimbursed by the Department of Veterans Affairs and all hours paid directly by consumers (self-pay) will be paid at a minimum rate of eighteen dollars and thirty cents per hour (~~\$18.00~~30). Effective July 1, ~~2024~~2026, all hours reimbursed by the Department of Veterans Affairs will be paid at a rate of eighteen dollars and ~~fifteen-forty-five~~ cents per hour (~~\$18.45~~45). Effective upon ratification, all hours reimbursed by the Noridian Medicare Pilot Project will be paid at the CFC base rate.

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Union Proposal~~Employer Proposal V01~~ – ~~10.22.2025~~

Union Proposal V02 ~~12.17.2025~~

Addus Proposal ~~1.7.2026~~

Union Proposal V03 ~~1.07.2026~~

Time - _____

SECTION 29.1.2 STATE OF MONTANA FUNDING – SUPPLEMENTAL WAGES/BONUSES:

Montana State CFC/PASS and Waiver HB 683 Direct Care Worker Wage Increase: Subject to continued funding by the State of Montana, the Employer shall pay out to eligible workers, in accordance with State of Montana Medicaid guidelines, - wage supplements of three dollars and thirteen cents (\$3.~~43~~68) per hour for CFC/PASS hours worked and five dollars and seventy-seven cents (\$~~5.77~~6.10) per hour for Big Sky Waiver hours worked.

The Employer agrees to notify the Union when the State of Montana makes future adjustments to funding for direct care workers, and any increases to funding shall be paid out to its homecare workers to the fullest extent possible as wage increases, bonuses or both.

SECTION 29.3 LOCK-OUT PAY

If an employee is unable to provide service to a client due to the client's failure to answer the door, or if the client is not home, the client has cancelled service and the Employer has failed to notify the employee, or if the Employer has double-booked services, the employee shall notify the Employer by telephone promptly. If the Employer is unable to provide a substitute assignment, the employee shall be paid at the straight time hourly wage rate for one (1) hour, or length of shift, whichever is shorter, plus mileage if greater than twenty miles. The same will apply in cases when a client declines services for part of for a scheduled the shift.

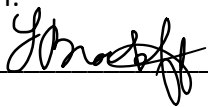
SECTION 29.4 OVERTIME

Employees required to work in excess of forty (40) hours in a week will be paid overtime for such additional hours at the rate of one and one-half (1 ½) times their regular hourly rate of pay. Paid leave time shall not be considered time worked for the purposes of this section.

The Union reserves the right to add to, modify or withdraw this proposal.

Tentatively Agreed To:

For the Union:



Date:

01.07.2026

For the Employer:



Date:

1/15/2026

SEIU 775 – Addus MT

2025-2027 – Complete CBA

~~Union Proposal~~~~Employer Proposal~~ V01 – 10.22.2025

~~Union Proposal~~ V02 12.17.2025

~~Addus Proposal~~ 1.7.2026

~~Union Proposal~~ V03 1.07.2026

Time - _____

SECTION 29.5 SPECIAL SKILL/EXTRAORDINARY CARE DIFFERENTIAL

To meet client behavior needs, effective upon ratification of this agreement, all hours worked for clients who have behaviors and/or conditions which the Employer determines significantly impact the provision of personal care and/or which necessitate additional effort, special skills or training as defined and authorized by the Employer shall be paid an additional one dollar (\$1.00) per hour. Criteria for the special skill/extraordinary care differential shall include, but not be limited to:

- Extreme behavioral issues;
- Excessive/difficult travel to clients; ~~and~~
- Extensive personal care needs for a client or clients, including but not limited to providing care to a client who is HIV positive, who has AIDS, HEPATITIS C, COVID-19 or who has an active communicable disease, such as MRSA under current prescriptive treatment as determined and documented by a duly licensed medical professional qualified to make the diagnosis; ~~and~~
- Urgent, temporary staffing needs as determined by the Employer.

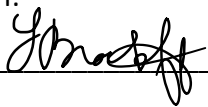
SECTION 29.6 DIRECT CARE WORKER BONUS PAYMENTS

Upon receipt of DPHHS funding, and in the event that there is more money available from DPHHS after the distribution of wages (as increases) and after accounting for the mandated ~~employer~~ Employer payroll expenses of FICA, Worker's Comp, FUI/SUI, Gen. Liability, the Employer shall disburse any remaining funds evenly amongst all bargaining unit employees.

The Union reserves the right to add to, modify or withdraw this proposal.

Tentatively Agreed To:

For the Union:



Date:

01.07.2026

For the Employer:

Mark Robinson, Market President

Date:

1/15/2026

SEIU 775 – Addus MT
2025-2027 – Complete CBA
~~Union Proposal V01 – 10.22.2025~~

~~Addus Proposal 11.21.2025~~
~~Union Proposal 12.17.2025~~

Time - _____

ARTICLE 30: TRAVEL PROVISIONS

SECTION 30.1 PORTAL-TO-PORTAL TIME

Upon ratification, employees will be paid the employee's base rate for actual time traveling between assigned work locations or clients.

Employees will not be paid for time spent traveling to the first assigned workplace, nor for traveling from the last assigned work location of the workday.

SECTION 30.2 MILEAGE REIMBURSEMENT

Employees driving their own vehicles for authorized client errands shall be reimbursed for mileage at the rate of ~~fifty onesixty-one~~ ~~fifty foursixty-one~~ cents (\$0.~~5161~~ ~~.5461~~) per mile, ~~or the reimbursement rate set by DPHHS.~~

The Employer reserves the right to use Google or Apple Maps or similar distance software to determine miles between assignments in instances where a significant variance in travel reimbursement claims are identified by the Employer and to encourage efficiency and reduce gas consumption.

The Union reserves the right to add to, modify or withdraw this proposal.

Tentatively Agreed To:

For the Union:



Date:

01.07.2026

For the Employer:

Mark Robinson, Market President

Date:

1/15/2026

ARTICLE 31: PAID TIME OFF

SECTION 31.1 ACCRUAL

Employees shall be eligible for paid time off (PTO) benefits.

Employees shall accrue one (1) hour for ~~twenty-eight~~ six ~~twenty-seven~~ (~~28~~26 ~~27~~) hours worked effective July 1, ~~2023~~2026.

PTO hours shall cap at one hundred and twenty (120) hours.

In the event that an employee is unable to schedule use of PTO and the employee's PTO has capped, the Employer will cash-out earned PTO accrued during pay-periods until use of PTO is scheduled or a request for cash-out is submitted and honored by the Employer.

PTO may be used for paid time off for vacation or sick leave or may be cashed out at one hundred percent (100%) its value. Employees shall accrue, but not be able to use, paid time off during their probationary period.

The Employer's payroll system will show each employee's PTO accrual balance on each paystub.

SECTION 31.2 SCHEDULING

Employees shall be eligible to take PTO after their probationary period. Employees must submit PTO requests in writing at least two (2) weeks prior to the date the requested PTO commences, except for requests to take PTO of one week or longer during the months of June, July and August. Requests for PTO during June, July and August must be submitted at least four (4) weeks prior to the date the requested vacation commences. PTO leave approvals will be granted by seniority within the office to which the employee is assigned. Supervisors shall communicate about whether leave has been approved or disapproved within seven (7) calendar days of the date the leave request is submitted by an employee.

The Union reserves the right to add to, modify or withdraw this proposal.

Tentatively Agreed To:

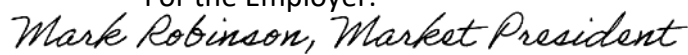
For the Union:



Date:

12/17/2025

For the Employer:



Date:

1/15/2026

At the request of an employee, the Employer shall pay the employee for PTO in advance of the leave. Such request shall be made in writing two (2) weeks in advance of the date the requested PTO commences.

SECTION 31.3 CASH-OUT

At the end of September of each year of this Agreement, employees may elect to cash out their accrued, unused PTO. If the employee does not exercise the cash-out option, then the full remaining unused PTO shall be carried forward.

No later than September 1 of each year of this contract, the Employer shall notify employees of the cash-out option under this Agreement and shall provide a form for employees who wish to exercise their cash-out option.

The Employer will make a good faith effort to offer monthly cash-out of PTO. To facilitate this effort, the Employer will require monthly cash-out specifications be included in the programming of a new payroll system.

Employees who resign, retire, who are terminated, or who are laid off, shall be paid for all unused, accrued PTO. Such cash out shall be made by the Employer at the time of the employee's final paycheck.


SECTION 31.4 UTILIZATION OF PTO AS SICK LEAVE

Employees may also use PTO as sick leave. The Employee is required to provide reasonable notice to the Employer of the intent to use PTO for sick leave. The Employer may require reasonable proof of illness or disability and/or certification of need to be absent if the Employer has a reasonable doubt as to the validity of the claim. If the Employer requests physician or practitioner certification, then the Employer is responsible for the full cost of such certification if it is not covered by the Employer's health plan or the employee is not covered by the Employer's health plan.

The Union reserves the right to add to, modify or withdraw this proposal.

Tentatively Agreed To:

For the Union:



Date:

12/17/2025

For the Employer:



Date:

1/15/2026

SECTION 31.5 NOTICE AND PROOF OF ILLNESS

The Employer reserves the right to require reasonable proof of illness, if the absence from work extends beyond three (3) consecutive scheduled work days. The Employer also may require a doctor's release in the event that the absence from work exceeds three (3) consecutive scheduled work days.

Employees who are sick shall make a good faith effort to provide as much advance notice as possible to the Employer. Employees will be expected to notify their supervisor of illness at least two (2) hours prior to their first assignment of the day, unless there is a verifiable emergency preventing an employee from fulfilling this requirement.

The Employer will maintain a twenty-four (24) hour call or paging service for employees seeking to reach supervisors.

SECTION 31.6 COMBINATION WITH OTHER BENEFITS

Payment of PTO as sick leave shall supplement any disability or workers' compensation benefits. The combination of PTO/sick leave payments and disability or workers' compensation benefits shall not exceed the amount the employee would have earned had the employee worked ~~her/his/~~ their normal schedule.


SECTION 31.7 BEREAVEMENT LEAVE

Employees shall be entitled to bereavement leave (PTO or unpaid) for immediate family or "close relatives" of an employee, an employee's spouse, or domestic partner, or a client of the employee. Such periods of absence shall be limited to five (5) work days when the employee is not required to travel beyond Montana. Employees may also request additional leave if traveling beyond Montana, such requests will not reasonably be denied. The employee requesting such extended bereavement leave shall be allowed to utilize any Paid Time Off that the employee has accrued or earned. If Paid Time Off is exhausted, the employee may request the time be unpaid.

The Union reserves the right to add to, modify or withdraw this proposal.

Tentatively Agreed To:

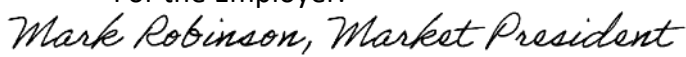
For the Union:



Date:

12/17/2025

For the Employer:



Date:

1/15/2026

For purposes of this section, “immediate family” shall include the employee’s or the employee’s spouse’s parent, adoptive parent, wife, husband, child, step-children, foster children or any child living in the employee’s household, brother, sister, grandmother, grandfather, grandchild, or the equivalent for domestic partners, or another member of the immediate household. “Close relatives” includes but is not limited to the employee’s aunts, uncles, cousins, nieces, nephews, and siblings-in law.

Every attempt will be made to accommodate employee requests to take PTO upon the death of a client.


SECTION 31.8 CATASTROPHIC COVERAGE

The Employer and the Union will discuss the possibility of cooperatively developing a method by which those employees who, through the fault of an illness which prevents them from working, shall be allowed to use accumulated PTO donated from other workers.

The Union reserves the right to add to, modify or withdraw this proposal.

Tentatively Agreed To:

For the Union:



Date:

12/17/2025

For the Employer:

Mark Robinson, Market President

Date:

1/15/2026

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~~Union Proposal V01-10.22.2025~~

Addus Proposal 11.21.2025

Time - _____

ARTICLE 32: HOLIDAYS

SECTION 32.1 HOLIDAYS

The following days qualify as a holiday for the purposes of applying the provisions of this article.

- New Year's Day
- Memorial Day
- Independence Day (July 4)
- Labor Day
- ~~Veterans Day~~
- Thanksgiving Day
- Christmas Day
- ~~Memorial Day~~
- ~~Independence Day (July 4)~~
- ~~Labor Day~~

Effective 7/1/2026 Veterans Day will qualify as a holiday for the purpose of applying the provisions of this article.

Employees may schedule any holiday as a day off without pay, provided mutually acceptable arrangements have been made with the employee's supervisor to ensure adequate care is available for clients requiring care during the holiday period. Employees may substitute two (2) recognized holidays for floater holidays to recognize cultural, civic, or religious observance. Work on Holidays shall be assigned by the Employer.

The Union reserves the right to add to, modify or withdraw this proposal.

Tentatively Agreed To:

For the Union:



Date:

12/17/2025

For the Employer:

Mark Robinson, Market President

Date:

1/15/2026

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SECTION 32.2 SCHEDULING

Employees desiring to take off any of the holidays listed above shall notify the Employer of their desire four (4) weeks prior to the holiday. The Employer shall grant holiday requests on the basis of seniority, consistent with client service needs.

SECTION 32.3 HOLIDAY PAY

Employees who work on one of the holidays above shall be paid one and one-half (1½) times their regular rate of pay for all hours worked on the holiday.

The Union reserves the right to add to, modify or withdraw this proposal.

Tentatively Agreed To:

For the Union:

[Signature]

Date:

12/17/2025

For the Employer:

Mark Robinson, Market President

Date:

1/15/2026

ARTICLE 38: TERM OF AGREEMENT


This agreement shall be effective July 1, 202~~35~~⁵⁷ and shall remain in full force and effect through June 30, 202~~57~~⁵⁷, unless disapproved by a membership vote held within one hundred and twenty (120) days of the date of execution of this agreement, or unless amended by mutual written agreement of the parties. The agreement shall be automatically renewed from year to year thereafter unless either party provides written notice of intent to modify the agreement at least sixty (60) days prior to the anniversary date of the contract.

If there occurs a ~~substantial~~ 3.0% or greater change in the reimbursement rate, or state-mandated requirements change substantially, either party has ~~ten (10)~~ thirty (30) days after the close of the legislative session, to request negotiations over the impact. Should the parties reach impasse in such negotiations, the parties agree to binding arbitration.

The Union reserves the right to add to, modify or withdraw this proposal.

Tentatively Agreed To:

For the Union:



Date:

12/17/2025

For the Employer:

Mark Robinson, Market President

Date:

1/15/2026

ARTICLE XXY: USE OF ARTIFICIAL INTELLIGENCE (AI)

SECTION XXY.1 PROHIBITED USES OF AI

The Employer shall not use Artificial Intelligence (AI) technology to monitor, track, or dictate driving routes, productivity metrics, or other aspects of employee performance without prior written consent from the Union.

SECTION XXY.2 NOTIFICATION AND BARGAINING REQUIREMENTS

The Employer shall provide written notification to the Union at least thirty (30) days in advance of any planned AI implementation. Upon notification, the Employer shall enter good-faith bargaining with the Union to address potential impacts of AI on working conditions, and privacy. The Employer agrees to provide the Union with complete and relevant information on any proposed AI system, including its purpose, scope, data collection parameters, decision-making processes, and potential impact on employment terms.

SECTION XXY.3 DATA PROTECTION AND PRIVACY

The Employer shall not input, share, or utilize any personally identifiable information (PII) of bargaining unit employees—including names, social security numbers, addresses, or work histories—in any AI system without prior written Union consent. All data usage involving AI must comply with applicable laws, the collective bargaining agreement, and industry privacy standards, ensuring PII remains confidential, secure, and used only for authorized purposes. In the event of unauthorized access, misuse, or data breach involving bargaining unit data in AI systems, the Employer shall promptly notify the Union and implement corrective actions.

The Employer shall not input, share, or utilize any personally identifiable information (PII) of bargaining unit employees - including names, Social Security numbers, addresses, or work histories - in any public AI system without prior written Union consent.

The Union reserves the right to add to, modify or withdraw this proposal.

Tentatively Agreed To:

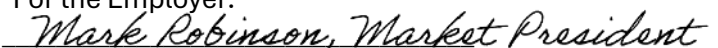
For the Union:



Date:

01.07.2026

For the Employer:



Date:

1/15/2026

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~~Addus Proposal 10.3.2025 AM~~
~~Union Proposal 10.3.2025~~

Time - _____

~~The Employer agrees to enter into good faith bargaining over new Artificial Intelligence initiatives that materially impact employee working conditions.~~

The Union reserves the right to add to, modify or withdraw this proposal.

Tentatively Agreed To:

For the Union:



Date:

01.07.2026

For the Employer:

Mark Robinson, Market President

Date:

11/15/2026

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2025-2027 Complete CBA
Union Proposal 7.29.2025
~~Addus Proposal 10.3.2025~~
~~Union Proposal 10.3.2025 pm~~
[Addus Proposal 10.31.2025](#)

Time - _____

Article XX2 IMMIGRATION-RELATED EMPLOYMENT PRACTICES

SECTION X2.1 ICE/DHS ACESSS TO THE WORKPLACE

~~The Employer shall refuse access to immigration enforcement agencies and their representatives, including the Department of Homeland Security (DHS) and Immigration and Customs Enforcement (ICE), to any non-public areas of the workplace unless they provide a judicial warrant signed by a judge or magistrate.~~

~~The Employer shall notify the Union as soon as the Employer becomes aware that the DHS or any other federal government agent appears on or near the employment premises, to enable a Union representative or attorney to protect the rights of employees.~~

~~To the extent permitted by law, the Employer shall not infringe the privacy rights of workers by revealing to any immigration agent, including DHS or ICE, any employee name, address, or other similar information.~~ The Employer will only allow access to immigration enforcement agencies and their representatives, including the Department of Homeland Security (DHS) and Immigration and Customs Enforcement (ICE) to any non-public areas of the workplace unless the immigration agency representatives first provide a judicial warrant signed by a judge or magistrate, as required by law.

~~The Employer shall will make reasonable efforts, as soon as practicable, and to the extent not prohibited by law, to notify the Union of any immigration-related enforcement action by law enforcement or immigration officials, such as an I-9 audit, raid or detention, affecting bargaining unit members.~~

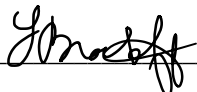
SECTION X2.2 INSPECTIONS AND AUDITS

~~The Employer shall permit inspection of I-9 Forms only after a minimum of three days written notice by the DHS or subpoena where the employee is specifically named and where the production of the I-9 Form is required; the Employer shall provide no documents, or other information about bargaining unit members, except I-9 Forms unless required by a subpoena. The inspection may not occur in a location where the DHS or other immigration officials may likely interact with bargaining unit employees.~~

The Union reserves the right to add to, modify or withdraw this proposal.

Tentatively Agreed To:

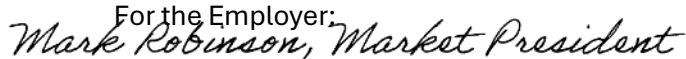
For the Union:



Date:

01.07.2026

For the Employer:



Date:

1/15/2026

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2025-2027 Complete CBA
Union Proposal 7.29.2025
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~~Union Proposal 10.3.2025 pm~~
~~Addus Proposal 10.31.2025~~

Time - _____

SECTION X2.3 WORK AUTHORIZATION AND REVERIFICATION

~~The Employer shall not impose work authorization verification or reverification requirements greater than those required by law.~~

I-9 retention policies. The Employer will maintain employee I-9 forms in a file separate from personnel records, as required by law. ~~The Employer will not duplicate, either by photocopy, electronically or any other method, the documents provided by the employee in connection with the I-9 process, and will not retain any copies, however obtained, in any files. The Employer will notify and bargain with the Union before implementing any change to the retention of I-9 forms, including but not limited to retention on microfilm or microfiche.~~

~~For purposes of verification or reverification, an employee continuing employment shall not be considered a new hire as provided in 8 CFR § 274a.2(b)(1)(viii).~~

- ~~A worker going through the verification or reverification process shall be entitled to be represented by a Union representative. The employee shall have the right to choose which work authorization documents to present to the Employer during the verification or reverification process.~~
- ~~— Upon request, the Employer agrees to meet and discuss with the Union the implementation of a particular verification or reverification process.~~
- ~~— The Employer shall provide the employees with a reasonable opportunity of not less than two weeks to present other documents as listed on Form I-9 to establish their employment authorization when DHS notifies the Employer that certain employees do not appear to be authorized for continued employment.~~
- ~~— Nothing in this provision shall be interpreted to limit the employee's rights to continued employment under the "receipt rule," which grants employees ninety (90) days to present to the company a replacement document of a previously issued but expired employment authorization.~~

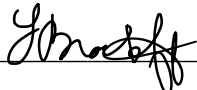
SECTION X2.4 SSA NO MATCH LETTERS OR OTHER NO MATCHES

~~Except as required by law, a Social Security Administration "no match" letter, a phone or computer verification of a no match, or an IRS no match shall not constitute a basis for taking any adverse employment action against an employee, for requiring an employee to correct the no match, or for re-verifying the employee's work authorization. Upon receipt of a no match~~

The Union reserves the right to add to, modify or withdraw this proposal.

Tentatively Agreed To:

For the Union:



Date:

01.07.2026

For the Employer:



Date:

1/15/2026

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~~Union Proposal 10.3.2025 pm~~
[Addus Proposal 10.31.2025](#)

Time - _____

~~letter, the Employer shall notify the employee and provide the employee and Union with a copy of the letter.~~

~~The Employer will not contact DHS, the SSA, or any other governmental agency after receiving notice of a “no match” from the IRS.~~

SECTION X2.5 CHANGE IN NAME OR SOCIAL SECURITY NUMBER

~~Except as prohibited by law, when an employee presents evidence of a change in name, social security number, or updated work authorization documents, the Employer shall modify its records to reflect such change and the employee’s seniority will not be affected. Such change shall not constitute a basis for adverse employment action, notwithstanding any information or documents provided at the time of hire.~~

SECTION X2.6 PARTICIPATION IN E-VERIFY AND SIMILAR PROGRAMS

~~The Employer shall not participate in E-Verify or other similar federal, state or local program unless required by law.~~

~~If participation is required by law, or the Employer is already participating in E-Verify, the Employer shall:~~

- ~~— Provide the Union a copy of its E-Verify or other Memorandum of Agreement with the relevant government agency;~~
- ~~— Not use E-Verify except for new hires, unless required by law. For purposes of federal E-Verify, an employee shall not be considered a new hire as provided in 8 CFR § 274a.2(b)(1)(viii);~~
- ~~— Not misuse E-Verify, including but not limited to verifying employment status before making an offer of employment and before hire; and~~
- ~~— Provide copies of “tentative non confirmation” notices, and any other relevant information, to affected employees.~~

SECTION X2.7 WORK AUTHORIZATIONS ISSUES

~~The Employer shall provide to the bargaining unit member and the Union written notification when it contends that the employee’s work authorization documents or I-9 Form are deficient, or that the employee must reverify a work authorization, specifying:~~

~~The Union reserves the right to add to, modify or withdraw this proposal.~~

Tentatively Agreed To:

For the Union: 

Date: 01.07.2026

For the Employer: 

Date: 1/15/2026

SEIU 775 – Addus [Montana](#)
2025-2027 Complete CBA
Union Proposal 7.29.2025
~~Addus Proposal 10.3.2025~~
~~Union Proposal 10.3.2025 pm~~
[Addus Proposal 10.31.2025](#)

Time - _____

- ~~— the specific document or documents that are deemed to be deficient and why the document or documents are deemed deficient;~~
- ~~— what steps the worker must take to correct the matter;~~
- ~~— the employee's right to have a Union representative present during the verification or reverification process and;~~
- ~~— any rights which the worker may have in connection with the verification or reverification process under this Article.~~

~~In the event that an employee does not provide adequate proof that they are authorized to work in the United States after their probationary or introductory period, and their employment is terminated for this reason, the Employer agrees to immediately reinstate the employee to their former position, without loss of prior seniority upon the bargaining unit member providing proper work authorization documentation within 24 months from the date of termination.~~

SECTION X2.8 IMMIGRATION-RELATED LEAVE

~~The Employer shall not penalize an employee for an absence related to attendance of any immigration-related appointment, interview, or proceeding. Upon request, employees shall be released for a total of five (5) unpaid working days during the term of this Agreement in order to attend such immigration-related matters for the employee only.~~

~~If an extended leave of absence is necessary, the Employer shall reinstate any employee who is absent from work due to court or agency proceedings relating to immigration matters and who returns to work within 24 months of commencement of an extended absence. The Employer may require documentation of appearance at such proceedings.~~

SECTION X2.9 MANAGEMENT TRAINING SECTION X2.9 STAFF BRIEFING

~~The Employer shall train all managers and supervisors on the requirements of this Article within 15 days of its execution, and thereafter within 1 month of hiring any new manager or supervisor. The Employer agrees to provide a handout prepared by the Union summarizing requirements set forth in this article, to all managers and supervisors.~~

The Union reserves the right to add to, modify or withdraw this proposal.

Tentatively Agreed To:

For the Union: 

Date: 01.07.2026

For the Employer: *Mark Robinson, Market President*

Date: 1/15/2026