

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: Recognition
- Article 4: Payroll
- Article 5: Worker’s Compensation
- Article 6: Employer Rights
- Article 7: Operational Policies
- Article 9: Leaves of Absence
- Article 18: Grievance and Dispute Resolution
- Article 19: Health and Safety
- Article 21: Client Assessments
- Article 22: Client Rights
- Article 23: Training
- Article 24: Retirement
- Article 25: Policies and Practices
- Article 26: Successorship
- Article 27: Savings or Separability
- Article 28: Agency Based Traditional Caregivers Layoff & Recall
- Article 29: Uninterrupted Client Services
- Article 30: Complete Agreement
- Article 31: Duty to Bargain

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

*Tentatively Agreed To:*

<p>For the Union:</p> <p></p> <p>_____</p> <p>Date:</p> <p><u>02/26/2026</u></p>	<p>For the Employer:</p> <p></p> <p>_____</p> <p>Date:</p> <p><u>2/26/26</u></p>
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## ARTICLE 02: UNION MEMBERSHIP AND VOLUNTARY ASSIGNMENT OF WAGES

### 2.1 UNION REPRESENTATIVES

The Employer shall recognize Union advocates and Union staff representatives in the course of their representational duties. The Union shall advise Employer of the names and phone numbers of Union advocates and representatives by written notice within thirty (30) days of appointment by the Union and include the nature, scope and authority granted each by the Union.

The Employer agrees to compensate designated advocates at their regular rate of pay for their involvement in leadership activities. These activities are defined as participation on the Labor-Management Committee and other regularly scheduled committees such as a Safety, No Harassment and No Discrimination Committee and work groups as mutually agreed upon that benefit both the Union and the Employer, and actual time spent as part of representational meeting (fact finding/investigatory) or the Grievance Procedure.

### 2.2 ACCESS TO EMPLOYER PREMISES

Duly authorized representatives of the Union shall have access at reasonable times to those areas of the Employer's premises that are open to the general public. Access to the Employer's premises shall be subject to the same general rules applicable to other non-employees and shall not interfere with or disturb the normal operation of the Employer. Advocates and other caregiver representatives shall perform representational activities or other Union business with caregivers only during the non-working time of the caregiver and shall not otherwise interfere with the work of caregivers or home care services provided.

### 2.3 BULLETIN BOARDS

The Employer will provide a bulletin board, in an area easily accessible to caregivers 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 ~~portal~~ website to display the link.

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*Tentatively Agreed To*

For the Union:



Date:

11/18/2025

For the Employer:



Date:

11/18/25

## 2.4 NEW EMPLOYEE ORIENTATION/IN-SERVICE MEETINGS

Caregiver representatives shall have a maximum of thirty (30) minutes before or after each caregiver in-service meeting or, for agency workers, during orientation to a client to make a presentation about the Union and answer questions. The Union shall have the right to include written information on any orientation video tape or other basic written employment materials produced by the Employer Management or supervisory personnel may not be present during Union presentations unless mutually agreed to by the Union and the Employer. Such meetings shall not disrupt the in-service schedule. ~~The Employer agrees to pay new employees and Union Advocates for 30 minutes if they attend or lead Union Orientation if their attendance is verified by a Union representative.~~ The Employer agrees to inform the Union of in-service training dates, times and locations one (1) month in advance, if possible. The Union must inform the Employer of its desire to address the bargaining unit members before a scheduled in-service training such notice must be at least two (2) days in advance. In the event the Union is unable to attend, the Employer will provide a list to the union of all new hires which includes the caregiver names, complete physical mailing address, and cell phone number, in a secured manner monthly. ~~Through a committee of the LMC, the Employer and the Union will use their best efforts to establish a mutually agreed upon fixed Union Orientation location, date, and time.~~ Once established, the Employer will schedule notify each new employee of their option to attend a Union Orientation within their first month of employment. The Union will provide the Employer with a regular schedule of orientation times for each month.

The Employer will also give all newly hired caregivers the contact number for their Union Representative.

## 2.5 ORIENTATION MATERIALS PROVIDED BY EMPLOYER

Orientation materials distributed by the Employer, its agencies, contractors or subcontractors to caregivers shall include union membership applications and union orientation materials. Union materials distributed by the Employer shall be neutral in tone. It shall be the Union's responsibility to provide the Employer with sufficient copies of such materials for distribution during orientation, training or to be mailed to self-directed caregivers. Postage paid return envelopes shall be provided if Union orientation materials are mailed.

To the extent that orientation materials are provided by the Employer electronically, the Employer will facilitate the inclusion of union membership applications and union orientation

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For the Union:



Date:

11/18/2025

For the Employer:



Date:

11/18/25

materials as part of the electronic orientation process.

## 2.6 UNION COMMUNICATIONS THROUGH CDMT WEBSITE

### A. Link to Union Website

The Employer shall display a link to the Union website on the caregiver resources section of the CDMT website.

### B. Notification of Message from Union

When a caregiver enters the caregiver resources section of the CDMT website, the initial screen will include a notification of new message(s) from the Union. The notification box on the initial page shall be sufficient to provide detail of sender and subject of the message. The Union shall provide materials to be included in the notification message no later than twenty-one (21) days prior to the day the notification will be sent.

## 2.7 UNION PREVIEW OF EMPLOYER COMMUNICATIONS

When feasible, the Employer shall provide the Union at least fourteen (14) days advance notice prior to sending a communication to the entire caregiver group. In the event fourteen (14) days advance notice is not feasible, the Employer will send the notice to the Union as soon as possible, but at a minimum, at the same time the notice is sent to the entire caregiver group.

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

*Tentatively Agreed To:*

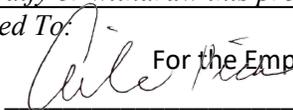
For the Union:



Date:

11/18/2025

For the Employer:



Date:

11/18/25

## ARTICLE 3: UNION MEMBERSHIP AND DEDUCTION OF DUES, CONTRIBUTIONS AND FEES

### 3.1 UNION MEMBERSHIP AND UNION SECURITY

A. ~~Upon ratification, A~~all employees covered by this Agreement, as a condition of continued employment, ~~shall~~ be or become, and then remain, members of the Union, in accordance with the provisions of Section 8 of the National Labor Relations Act, as amended, and in accordance with applicable law.

B. Upon proper authorization by an employee, the Employer shall deduct the amount of dues or fees, as applicable, from each caregiver's payment for services (paycheck, direct deposit or debit card).

C. The Employer shall honor the terms and conditions of each caregiver's signed membership card.

D. Failure of any employee to comply with Section 3.1.A shall, upon written request of the Union, ~~shall~~ result in termination of such employee, provided that: (1) the termination request complies with applicable law, and (2) the Union has given the affected employee all legally required notice at least thirty (30) days in advance of the termination request, including notice (a) that the employee's obligation to make payment has not been met, (b) that the delinquency renders the employee liable to termination under Section 3.1.A, and (c) of what action the employee must take to come into compliance with Section 3.1.A. The Employer will receive a copy of any written correspondence to an employee enforcing Section 3.1.A.

E. If the Employer uses an electronic system for hiring new employees, that system shall include a method through which employees may sign membership cards, including payroll dues deduction authorizations, and/or full or partial agency fee payroll deduction authorizations, and the Employer shall provide a link to the Union's New Hire Notice for CDMT Employees in conjunction with this offering. The section of the hiring process which includes the option to sign a membership card or payroll deduction authorization for dues or agency fees will include language explaining the requirements of Section 3.1.A, the consequences of an employee's failure to comply with Section 3.1.A, and the requirement that, absent a payroll deduction, the employee will need to make payments directly to the Union. Once the Employer decides to implement the electronic system for hiring new employees, the Employer and the Union will meet to jointly develop specifications and language for this section of the hiring process and the Union will have the opportunity to review and provide feedback on drafts as it is implemented. The Union will notify the Employer if an employee who has declined signing a membership card, including a payroll dues deduction

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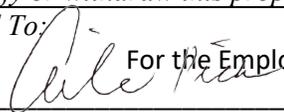
For the Union:



Date:

12/03/2025

For the Employer:



Date:

12/03/25

authorization, and/or a full or partial agency fee deduction authorization has not arranged for direct payment to the Union within (30) thirty days of their hire date.

F. Any employee who claims a sincerely held religious objection to joining and financially supporting the Union shall provide written notice of that claim to the Union and shall arrange with the Union to make alternative payments in lieu of the payments required for Union membership to one of the following nonreligious, nonlabor, 501(c)(3) charitable organizations: The Alzheimer’s Association, The United Way, and the American Cancer Society. Such employees shall pay an amount of money equal to the periodic dues and fees uniformly required under Section 3.1.A. of this Article. Failure to satisfy this alternative payment shall result in discharge from employment, pursuant to Section 3.1.D. The Employer shall not be financially liable for any failure of the affected employee or the Union to remit payments to the nonreligious charity.

**3.1.2 OTHER VOLUNTARY DEDUCTIONS**

Upon receipt of proper authorization for such deductions from caregiver or the Union, the Employer shall cause the appropriate entity or agency to deduct and transmit voluntary contributions from each caregiver’s payment for services, to two (2) funds designated by the Union or to the Union itself. The Employer shall allow deductions to such a fund or committee to be made in any amount specified by the caregiver. Monies so deducted shall be transmitted by a check or ACH or other direct deposit means at least monthly.

**3.1.3 IMPLEMENTATION COSTS**

The cost of any new computer programming changes required by this Article shall be borne by the Employer. The ongoing regular cost of such deductions shall be borne by the Employer.

**3.1.4 INDEMNIFY AND HOLD HARMLESS**

The Union and each caregiver agree to indemnify and hold harmless from all claims, demands, suits or other forms of liability that shall arise against the Employer for or on account of any deduction made from the pay of any caregiver based on information from the Union and caregiver. This paragraph shall not be interpreted to limit the right of the Union to use the Dispute Resolution Process contained in this agreement to collect dues, fees, and contributions owed.

**3.2.1 DUES REPORT AND EMPLOYEE ROSTER**

To the best of the Employer’s available information, the Employer shall provide the Union with a list of all employees covered by this Agreement within five (5) calendar days after each payroll. If the report is delayed the Employer will notify the Union when the report will be delivered. The list shall be complete

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*Tentatively Agreed To:*

<p>For the Union:</p> <p></p> <p>_____</p> <p>Date: _____</p> <p>12/03/2025</p>	<p>For the Employer:</p> <p></p> <p>_____</p> <p>Date: _____</p> <p>12/03/25</p>
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and include:

- Employee number
- First Name
- ~~Preferred First Name~~
- Middle Name
- Last Name
- ~~Preferred Last Name~~
- ~~Preferred Pronouns~~
- Social Security Number
- Phone Number (all phone numbers shall confirm to the '(xxx) xxx-xxxx' format)
- Mobile Number (all phone numbers shall confirm to the '(xxx) xxx-xxxx' format)
- Address Type (Mailing, Physical)
- Address 1
- Address 2
- City
- State
- Zip
- Address Last Updated
- Email
- Birthdate
- Gender
- ~~Race~~
- ~~Ethnicity~~
- ~~Preferred Spoken Language~~
- ~~Preferred Written Language~~
- FTE status
- ~~Original Hire Date~~
- Termination Date
- Reason for Termination
- "Last" or "Most Recent" Rehire Date (if applicable)
- Wage Rate
- Overtime Hours
- Mileage amount (number of miles)
- ~~Differential Rate (if applicable)~~
- Paid Time Off Hours Used

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*Tentatively Agreed To:*

For the Union:

  
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Date:  
12/03/2025

For the Employer:

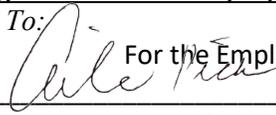
  
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Date:  
12/03/25

- ~~• Paid Time Off Hours Available~~
- Pay Period Start Date
- Pay Period End Date
- Pay Period Hours
- ~~• Retro Amount~~
- ~~• Retro Pay Hours~~
- Relationship to Client
- Type of Provider (Agency/Self Directed)
- Dues Deduction Amount
- Voluntary Deduction 1 Type
- Voluntary Deduction 1 Amount
- Voluntary Deduction 2 Type
- Voluntary Deduction 2 Amount
- Voluntary Deduction 3 Type
- Voluntary Deduction 3 Amount
- Voluntary Deduction 4 Type
- Voluntary Deduction 4 Amount
- Voluntary Deduction 5 Type
- Voluntary Deduction 5 Amount
- ~~• Gross Pay~~
- Dues Assessable Pay
- Work Location for agency only
- Job Classification

By June 30, 2027 When the Employer has the system capabilities to collect, store and report such data, the Employer shall collect and report employees legal first, middle and last names, preferred first and last names and pronouns, as designated by the employee, in the Caregiver Roster, Dues File, Daily Caregiver Feed, and all other applicable reports provided to the Union.

If the Employee or Employer submits changes to any of the above roster items, the Employer will provide that information in the next roster submission. The Union will indemnify the Employer and hold it harmless from any claims demands, damages or liabilities that may result from the provision by the Employer of any of the requested information to the Union, including the cost of defending against such claim or obligation.

The Employer shall facilitate reconciliation of these employment records, dues and other voluntary  
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<i>Tentatively Agreed To:</i>	
For the Union:	For the Employer:
	
Date: _____	Date: _____
12/03/2025	12/03/25

deductions with the Union, including clarifying whether workers are inactive because of paid or unpaid leave or other reason. Both Parties agree to work together to ensure that all records are as accurate as possible. If data or other reconciliation is determined to be needed, the parties shall agree to a mutual and reasonable time frame to complete the reconciliation. All information required to be transmitted under this Agreement shall be transmitted 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 the format agreed upon by the Employer and the Union and contained in the Interface Control Document (ICD). 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.

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

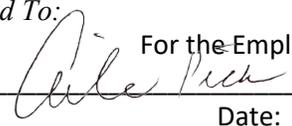
### **3.3.4 DUES DEDUCTIONS**

The Employer agrees to deduct from each bargaining unit employees' pay all authorized dues, fees, and assessments as determined or required by the Union. The Employer shall make such deductions from the employees' paycheck following receipt of written authorization, and periodically thereafter as specified on the written authorization, so long as such authorization is in effect, and shall remit the same to the local Union within five (5) calendar days after the end of the pay period in which the deductions were made. If the deduction/s are delayed the Employer will notify the Union when the deduction/s will be delivered. Monies so deducted shall be transmitted by Automated Clearing House (ACH) or other direct deposit means

The Union will furnish all the membership forms necessary to be used for this written 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. ~~and will notify the Employer in writing of dues, fees, or assessments to be assessed within five (5) days of execution of this Agreement, and thirty (30) days before the effective date of any change.~~ The Union reserves the right to enforce the terms and conditions of each employee's signed membership card with regards to when the authorization of dues deductions may be revoked.

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*Tentatively Agreed To:*

<p>For the Union:</p> <p></p> <p>_____</p> <p>Date: 12/03/2025</p>	<p>For the Employer:</p> <p></p> <p>_____</p> <p>Date: 12/03/25</p>
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**3.4.5-UNION MEMBERSHIP MATERIALS**

For new employees, union membership materials shall be distributed with the basic employment paperwork required by the Employer. All membership forms for the Union completed by a new employee of the Employer will be forwarded electronically via a mutually agreed upon method to the Union as soon as possible, but no later than the thirtieth (30th) day of the new employee’s hire date with the Employer.

**3.5.6-PAC/COPE AND OTHER VOLUNTARY DEDUCTIONS**

Upon receipt of signed authorization of the employee, the Employer agrees to deduct from the pay of each employee a voluntary amount designated for the Political Accountability Fund or Committee on Political Education (COPE) contributions. Monies so deducted shall be transmitted by a check or ACH or other direct deposit means at least monthly.

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.

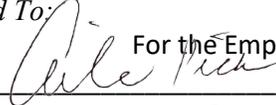
**3.6.7-DATA SECURITY**

In accordance with State and Federal law, both the Union and the Employer shall utilize industry standards and procedures for the protection of sensitive and personally identifiable information of each of its employees. The Employer agrees that it will not release any of the following information about the employees unless required to do so due to on-going litigation, pre-litigation, vendor requests made as part of benefits enrollment, government/agency requests, to comply with a court order or other judicial/arbitral demand, or other similar situation: 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. The Employer agrees to notify the Union within ten (10) calendar days if a third party has requested information about the entire bargaining unit, classification, or Branch. In no case will the Employer release information prior to notifying the Union.

The Employer agrees that the following information is confidential, and shall not be released by the Employer or its agents to any third party, including any contractor or vendor, except as necessary to comply with the provisions of this agreement, for the provision of other employment benefits or by a regulatory agency or court of competent jurisdiction as required by law: 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.

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*Tentatively Agreed To:*

<p>For the Union:</p> <p></p> <p>_____</p> <p>Date: 12/03/2025</p>	<p>For the Employer:</p> <p></p> <p>_____</p> <p>Date: 12/03/25</p>
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## ARTICLE 8: NO DISCRIMINATION

### 8.1 NONDISCRIMINATION

The Union and the Employer are mutually committed to a policy of nondiscrimination. The Employer shall not discriminate with respect to wages, hours, or terms and conditions of employment as provided for in this Agreement on the basis of race, ethnicity, color, physical and/or mental disability, being a victim of domestic violence, sexual assault or stalking, marital status, national origin and Tribal origin, ancestry, gender identity or perceived gender identity, gender expression, sex, sexual orientation or perceived sexual orientation, age, political belief, faith, veterans status, ~~preferred language, immigration and preferred language, immigration and~~ citizenship status, ~~socio-economic status,~~ union membership and activities and in keeping with applicable federal, state or local law.

### 8.2 MEMBERCLIENT RIGHTS

This Article shall not be construed as otherwise limiting or impeding the right of membersclients and prospective membersclients to select, hire, supervise the work of, and terminate any caregiver providing services to them.

### 8.3 EQUAL OPPORTUNITY

The Employer embraces the goal of creating equal employment opportunities and affirmative recruitment to ensure a diverse workforce.

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*Tentatively Agreed To:*

<p>For the Union:</p> <p></p> <p>_____</p> <p>Date:</p> <p>12/16/2025</p>	<p>For the Employer:</p> <p></p> <p>_____</p> <p>Date:</p> <p>12/16/25</p>
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**ARTICLE 10: PROBATION**

**SECTION 10.1 PROBATIONARY PERIOD-AGENCY BASED TRADITIONAL CAREGIVERS**

The first ~~one hundred and eighty~~ninety (~~180~~90) days of employment shall be the probationary period for all new and returning Agency Based Traditional caregivers (for those who have been absent for longer than one year). The Employer may waive the probation period for returning caregivers if absent for less than one (1) year. During this period the Employer shall provide specific orientation to the job performance expectations, to the Employer and to the Employer's services and programs, and to the people/members served by the Employer. During the probationary period, a caregiver may be discharged without notice and without recourse to the grievance procedure.

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*Tentatively Agreed To:*

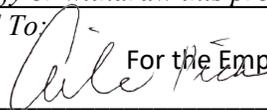
For the Union:



Date:

10/22/2025

For the Employer:



Date:

10/22/2025

**ARTICLE 11: SENORITY**

**11.1 SENIORITY**

Agency-Based Traditional Caregivers completing the one ~~hundred and eighty~~ninety day (~~180~~90) probationary period shall be credited with seniority retroactive to date of hire. Seniority shall be defined as the length of service within the bargaining unit from the date of hire with the Employer. Seniority shall be used for purposes of promotion, or in its reverse order, for the purposes of layoffs. Agency-Based Traditional Caregivers who transfer from one office to another, or work in more than one office, shall keep their place in seniority.

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*Tentatively Agreed To*

For the Union:

  
\_\_\_\_\_

Date:

12/16/2025

For the Employer:

  
\_\_\_\_\_

Date:

12/16/25

## ARTICLE 12: HOLIDAYS

### 12.1 QUALIFYING HOLIDAYS

~~After six months of employment, A~~all caregivers shall receive holiday pay for all hours worked on the following holidays:

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

All caregivers who are assigned to work on one of the qualifying holidays shall be paid one and one-half times (1.5X) their regular rate of pay for all hours worked on the qualifying holidays.

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*Tentatively Agreed To:*

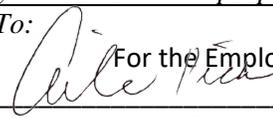
For the Union:



Date:

11/18/2025

For the Employer:



Date:

11/18/25

## ARTICLE 13: PAID TIME OFF

### 13.1 ACCRUAL

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

~~Effective six (6) months following ratification,~~ Effective at ratification, caregivers shall be eligible to accrue PTO at a rate of 1 hour accrued for every ~~thirty twenty nine~~ (302930) hours worked. Effective October 1, 2026 caregivers shall be eligible to accrue PTO at a rate of 1 hour for every twenty seven ninge (729) hours worked:  $=1/28 \times (1+K (40-H)/40)$ , where H is a factor that adjusts based on the hours worked and K = 1.

PTO hours shall cap at one hundred and sixty (160) hours. PTO shall not be counted toward a caregiver's workweek. The sum of hours worked, training hours and/or PTO hours shall not exceed twenty-four (24) hours for one day.

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

### 13.2 SCHEDULING

Agency Based Traditional Caregivers shall be eligible to take PTO after their probationary period. Except in cases of illness, bereavement leave or other personal emergencies, Agency Based Traditional Caregivers are required to submit PTO requests in writing at least thirty (30) days prior to the date the requested PTO commences, For Agency Based Traditional Caregivers PTO leave approvals will be granted by seniority within the office to which the caregiver 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 a caregiver.

### 13.3 CASH OUT

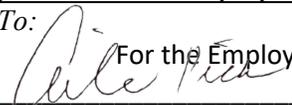
Employees who resign, retire, who are terminated, or who are laid off, shall be paid for all unused, accrued PTO. Such cash out shall be made by the Employer at the time of the employee's final paycheck.

### 13.4 CORE AGENCY CAREGIVERS

All CORE Agency caregivers will retain their current PTO and sick benefits for the remainder of their employment with CDMT.

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*Tentatively Agreed To:*

<p>For the Union:</p> <p></p> <p>_____</p> <p>Date: <u>2/26/2026</u></p>	<p>For the Employer:</p> <p></p> <p>_____</p> <p>Date: <u>2/11/26</u></p>
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## ARTICLE 14: TRAVEL PAY AND MILEAGE

### SECTION:14.1 TRAVEL PAY

Portal-To-Portal Time (Agency Based only)

Agency Based Traditional caregivers shall be paid at ~~Montana state minimum wage per hour~~their base rate of pay for transit time traveling between work locations to deliver services, but at a prorated amount if under one hour. Employees will not be paid for time spent traveling from their home, or other place of origin, to the first assigned workplace, nor for traveling from the last assigned work location to their home, or other non-work destination, of the workday.

### SECTION 14.2: MILEAGE REIMBURSEMENT

All caregivers shall be eligible for mileage reimbursement at the mileage rate set by the Department of Public Health and Human Services ~~appropriate rate or~~ pursuant to the payor's fee schedule.

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*Tentatively Agreed To*

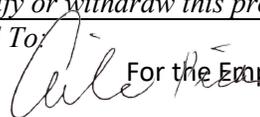
For the Union:



Date:

12/16/2025

For the Employer:



Date:

12/16/25

## ARTICLE 15: ~~WAGES AND PREMIUMS SCALE AND CUMULATIVE HOURS~~

### SECTION 15.1: ~~WAGE SCALE AND CUMULATIVE HOURS:~~

#### A. Wage Scale Placement for Agency and Self-Directed Caregivers

B. ~~Effective October 1, 2023, All new~~ bargaining unit employees shall be placed on the wage scale for direct service hours worked according to the employee's cumulative career hours (CCH) with Consumer Direct. ~~Additionally, effective October 1, 2005 all bargaining unit employees shall be placed on the appropriate wage scale based on their cumulative career hours at CDMT and their verifiable hours of work as a Medicaid contracted home care agency or self directed caregiver retroactively calculated to October 1, 2017. CDMT will inform caregivers of this change and advise what documents can be used to verify previous experience.~~

#### C. Wage Advancement for Agency and Self-Directed Caregivers

D. All caregivers will be placed on the wage scale outlined in Appendix A of this Agreement according to the number of hours worked for CDMT as of January 1, 2017. ~~The wage scale in Appendix A will go into effect on the next feasible pay date after contract ratification. Additionally, effective October 1, 2005 all bargaining unit employees shall be placed on the appropriate wage scale based on their cumulative career hours at CDMT and their verifiable hours of work as a Medicaid contracted home care agency or self directed caregiver retroactively calculated to October 1, 2017. CDMT will inform caregivers of this change and advise what documents can be used to verify previous experience. Additionally all employees will receive a ratification bonus upon successful ratification of the contract in the amount of the difference between ~~\$\$\$~~ the employee's straight wage under Appendix A subtracted by the employee's wage under the prior Agreement multiplied by the total number of hours worked from October 1, 2025 through the date of ratification. For purposes of the bonus, the Employer will only calculate total hours worked and will not be calculating the bonus to include overtime hours or holiday pay.~~

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

*Tentatively Agreed To:*

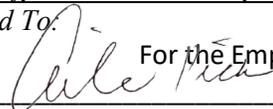
For the Union:



Date:

02/26/2026

For the Employer:



Date:

2/26/26

E. The cumulative hours necessary for each base wage level advancement shall be as outlined in Appendix A of this Agreement. CDMT will review CCH monthly to determine caregivers' corresponding placement on the wage scale and will ~~mail~~provide a new wage notice memo to caregivers with resulting increased wages. The new pay rate will go into effect on the next pay period.

F. Wage Increases

G. All bargaining unit employees shall receive wage increases as outlined in Appendix A.

H. DCW Wage Increase Only Funding and DCW Base Funding.

I. CDMT will in good faith apply for DCW Wage Increase Only Funding and DCW Base Funding annually. If CDMT is awarded with such additional funding, CDMT will provide the Union fourteen (14) days' notice of its intent to pay any corresponding bonuses or wage increases pursuant to the awarded funding. This notice shall include details about the bonus or wage increase amount, how it will be distributed and the scheduled payment date/start date. After receiving details of the amount and how it distributed the Union may request a meeting with the Employer to discuss the distribution/payment. CDMT will pay DCW funding in accordance with funding requirements.

J. If it is determined there are remaining funds at the of the State Fiscal Year, those funds will be distributed in the form of an employee bonus based on the number of eligible hours worked in the previous quarter or over a period as agreed upon by the Parties. Within fourteen (14) days prior to dispersing the bonus the Employer shall notify the Union of their intention to distribute the bonus, detail of the bonus and pay period in which the bonus will be paid to the employees.

**SECTION 15.2 CORE/ON-CALL COMPENSATION**

All Agency Based Traditional bargaining unit employees assigned on-call shall receive the following compensation:

- \$~~10.00~~16.00 per day Monday - Friday

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

*Tentatively Agreed To:*

<p>For the Union:</p> <p> _____</p> <p>Date: <u>02/26/2026</u></p>	<p>For the Employer:</p> <p>_____</p> <p>Date: _____</p>
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- ~~\$20.00~~\$26.00 per day Saturday, Sunday, and on a recognized holiday as outlined in Article 12 Holidays.

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

*Tentatively Agreed To:*

For the Union:

For the Employer:



Date:

Date:

02/26/2026

**ARTICLE 16: ~~PER DIEM OVERTIME~~**

**~~16.1 ON-CALL COMPENSATION~~**

~~All Agency Based Traditional bargaining unit employees assigned on-call shall receive the following compensation:~~

- ~~• \$10.00 per day Monday – Friday~~
- ~~• \$20.00 per day Saturday, Sunday, and on a recognized holiday as outlined in article 12 Holidays.~~

~~ARTICLE \_\_\_\_\_ 17:  
OVERTIME AND PROGRESSIVE DISCIPLINE~~

**~~17.1~~**

~~Caregivers will be paid time and a half for all hours worked over forty authorized hours a week.~~

**~~17.2~~**

~~PTO does not count towards a Caregiver’s work week. Caregivers will not be penalized if they exceed their authorized hours and accrue overtime because of training time, administrative time, or having to stay with a client because of an emergent situation.~~

**~~17.3~~**

~~Caregivers will be subject to a progressive discipline system for violating the Caregiver Handbook and policies and procedures as of December 1, 2022:~~

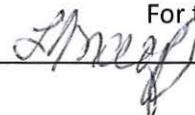
- ~~a. On the first offense the caregiver will be coached and counseled on the policy.~~
- ~~b. On the second offense the caregiver will receive a written warning.~~
- ~~c. On the third offense the caregiver will receive a final written warning.~~
- ~~d. A fourth offense will result in termination.~~

~~The Union will be provided copies of all third offense written warnings. The caregiver may request a meeting with the Employer and will have the right to union representation on a second, third, or fourth offense.~~

**~~17.4~~**

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

*Tentatively Agreed To:*

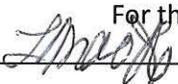
<p>For the Union:</p> <p></p> <p>_____</p> <p>Date: <u>11/4/2025</u></p> <p>_____</p>	<p>For the Employer:</p> <p></p> <p>_____</p> <p>Date: <u>11/4/25</u></p> <p>_____</p>
--	--

NSC  
CMT  
MJD

If there is an emergent situation that requires a caregiver to stay with their client because of a risk to the client's health or safety, the caregiver should stay with the client until the situation is safe and stable and should end their shift as soon as it is safe to do so. The Caregiver should contact CDMT as soon as possible but no later than the next business day to explain the situation. The Caregiver will be paid for all hours worked and paid overtime if their hours exceed 40 hours in the week.

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

*Tentatively Agreed To:*

<p>For the Union:</p> <p></p> <p>_____</p> <p>Date: <u>11/4/2025</u></p>	<p>For the Employer:</p> <p></p> <p>_____</p> <p>Date: <u>11/4/25</u></p>
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**ARTICLE 17: ~~OVERTIME AND~~ PROGRESSIVE DISCIPLINE**

**17.1**

~~Caregivers will be paid time and a half for all hours worked over forty authorized hours a week.~~

**17.2**

~~PTO does not count towards a Caregiver's work week. Caregivers will not be penalized if they exceed their authorized hours and accrue overtime because of training time, administrative time, or having to stay with a client because of an emergent situation.~~

**17.3**

The purpose of progressive discipline is to correct an employee's behavior and is not intended to be punitive in nature.

Caregivers will be subject to a progressive discipline system for violating the Caregiver Handbook and policies and procedures as ~~of December 1, 2022~~ follows:

- a. On the first offense the caregiver will be coached and counseled on the policy.
- b. On the second offense the caregiver will receive a written warning.
- c. On the third offense the caregiver will receive a final written warning.
- d. A fourth offense will result in termination.

The Union will be provided copies of all third offense written warnings. The caregiver may request a meeting with the Employer and will have the right to union representation on a second, third, or fourth offense.

The Employer will advise the employee of their right to request an Advocate or Union representative prior to such meetings.

Prior to issuing a disciplinary reprimand, the Employer shall inform the caregiver of the potential offense and date of offense if known, and the Employer shall attempt to gather facts surrounding the incident leading to discipline; and shall conduct an investigation prior to issuing a disciplinary reprimand. All discipline may be appealed under the Grievance Procedure in Article 18.

All disciplinary action shall be taken within a reasonable period of time from the date the

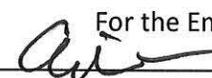
*The Union reserves the right to add to, modify or withdraw this proposal.*

*Tentatively Agreed To:*

For the Union:

  
\_\_\_\_\_  
Date: 11/4/25

For the Employer:

  
\_\_\_\_\_  
Date: 11/4/25

NSC  
CMT  
MSD

Employer had knowledge of the information giving cause for the disciplinary action and/or has completed an investigation that results in disciplinary action.

**17.4**

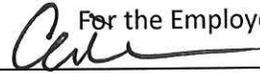
~~If there is an emergent situation that requires a caregiver to stay with their client because of a risk to the client's health or safety, the caregiver should stay with the client until the situation is safe and stable and should end their shift as soon as it is safe to do so. The Caregiver should contact CDMT as soon as possible but no later than the next business day to explain the situation. The Caregiver will be paid for all hours worked and paid overtime if their hours exceed 40 hours in the week.~~

*The Union reserves the right to add to, modify or withdraw this proposal.  
Tentatively Agreed To:*

For the Union:

  
\_\_\_\_\_  
Date: 11/4/25

For the Employer:

  
\_\_\_\_\_  
Date: 11/4/25

**ARTICLE 20: LABOR MANAGEMENT COMMITTEE**

**20.1 PURPOSE**

The Employer and the Union agree to engage in discussions on topics of mutual interest, including but not limited to: implementation of this Agreement; new initiatives, rules or policies proposed by the Union, by the Employer, and implementation of the provisions of Article 25.4: Delivery of Quality Home Care Services of this Agreement.

**20.2 DELIVERY OF QUALITY HOME CARE SERVICES**

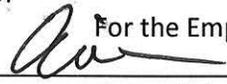
The Employer and the Union agree that they have a mutual interest in promoting and ensuring quality in the home care sector. Changes to the existing system needed to realize this quality may include, but are not limited to care integration across programs and settings, the provision of holistic care, the improvement of services for members with complex needs, and the development of metrics needed to measure improvements in health and other defined outcomes. The parties agree to communicate openly with each other about ideas that would improve the quality of services to clients. The Labor Management Committee may be a forum for these discussions.

**20.2 MEETINGS**

The parties shall meet one to four times a year quarterly unless otherwise mutually agreed. Meetings should be held at mutually convenient times and ADA accessible locations or via an online platform, such as Zoom. The parties are encouraged to select participants for these discussions who are representative of the issues to be discussed and who bring to the discussion the authority to make decisions on behalf of the parties. The Labor Management Committee (LMC) shall consist of up to five (5) representatives of the Union and up to five (5) representatives of the Employer. The Labor Management Committee (LMC) shall be co-chaired by a representative designated by the Union and a representative designated by the Employer. Caregivers serving as representatives of the Union as described above shall be paid their highest wage, including mileage driven to the meeting, by the Employer for their time spent in LMC meetings. The ~~parties~~ Parties will be solely responsible for determining dispensations, if any, of other expenses of their respective representatives and/or resource persons as attendees.

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

*Tentatively Agreed To:*

<p>For the Union:</p> <p></p> <p>_____</p> <p>Date: <u>11/4/2025</u></p>	<p>For the Employer:</p> <p></p> <p>_____</p> <p>Date: <u>11/4/25</u></p>
---	---

NSL  
CMT  
MJD

## ARTICLE 32: TERM OF AGREEMENT

### 32.1 EFFECTIVE DATES

This Agreement shall become effective at ratification and shall remain in effect through September 30, ~~2025~~2027, unless amended by mutual written agreement of the parties or extended under Article 32.1.

In the event that during the term of this Agreement, the State of Montana substantially changes the anticipated funding for services provided by the Employer and/or there is any other change that lowers or increases the level of reimbursement established at the time of signing this Agreement, the Parties agree to reopen this Agreement pertaining to Appendix A immediately for negotiations regarding wages.

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

*Tentatively Agreed To*

For the Union:

  
\_\_\_\_\_

Date:

02/26/2026

For the Employer:

  
\_\_\_\_\_

Date:

2/26/26

## Article XX2 IMMIGRATION-RELATED EMPLOYMENT PRACTICES

### SECTION X2.1 ICE/DHS ACCESS 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~~ ICE agent, or other federal agency appears on or near the employment premises for the purposes of immigration enforcement, to enable a Union representative or attorney to protect the rights of employees.

To the extent permitted by law or required by judicial warrant signed by a judge or magistrate, the Employer shall not infringe the privacy rights of workers by revealing to any ~~immigration agent, including~~ DHS or ICE agent, or other federal immigration enforcement agency, any employee name, address, or other similar information.

The Employer shall, as soon as practicable, and to the extent not prohibited by law, 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 Form I-9s 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 Form I-9s 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.

### 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~~

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

Tentatively Agreed To:

For the Union:



Date:

12/03/2025

For the Employer:



Date:

12/03/25

~~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 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 week~~ seven business days 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 federal regulations known as 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 letter, the Employer shall notify the employee and provide the employee and Union with a copy of the letter. The Employer may contact SSA or IRS if the employee provides information to correct a no-match letter after notification by the Employer to the Union and Employee of the no-match 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~~

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

Tentatively Agreed To:

For the Union:



Date:

12/03/2025

For the Employer:



Date:

12/03/25

documents provided at the time of hire.

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

The Employer shall ~~not~~ notify the Union if it elects to participate in E-Verify or other similar federal, state or local program unless required by law.

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

- a. Provide the Union a copy of its E-Verify of other Memorandum of Agreement with the relevant government agency;
- b. 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);
- c. Not misuse E-Verify, including but not limited to verifying employment status before making an offer of employment and before hire; and
- d. 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 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 MoU.

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.

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

Tentatively Agreed To:

For the Union:



Date:

12/03/2025

For the Employer:



Date:

12/03/25

**SECTION X.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 for agency-based traditional caregivers, 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**

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

Tentatively Agreed To:

For the Union:



Date:

12/03/2025

For the Employer:



Date:

12/03/25

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

<p>Tentatively Agreed To:</p> <p>For the Union: </p> <p>Date: 11/18/2025</p>	<p>For the Employer: </p> <p>Date: 11/18/25</p>
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Wage Scale Proposal for All Employees						
Type of increase:	Typ		Add-on:			
	-		-			
Enter increase to wage based on previous half-year:			\$ 0.25	\$ 0.80	\$ 0.25	
GCH - Total hours worked for employer	Current contract		Year 1		Year 2	
	2nd Half		1st Half	2nd Half	1st Half	2nd Half
0-2,000.99	\$ 18.00	\$ 19.00	\$ 19.25	\$ 20.05	\$ 20.30	step increases
2,001-4,000.99	\$ 18.25	\$ 19.25	\$ 19.50	\$ 20.30	\$ 20.55	\$ 0.25
4,001-6,000.99	\$ 18.50	\$ 19.50	\$ 19.75	\$ 20.55	\$ 20.80	\$ 0.25
6,001-8,000.99	\$ 18.75	\$ 19.75	\$ 20.00	\$ 20.80	\$ 21.05	\$ 0.25
8,001-10,000.99	\$ 19.00	\$ 20.00	\$ 20.25	\$ 21.05	\$ 21.30	\$ 0.25
10,001-12,000.99	\$ 19.25	\$ 20.25	\$ 20.50	\$ 21.30	\$ 21.55	\$ 0.25

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

Tentatively Agreed To:

<p>For the Union:</p> <p></p> <p>_____</p> <p>Date: 02/26/2026</p>	<p>For the Employer:</p> <p></p> <p>_____</p> <p>Date: 2/26/26</p>
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SEIU 775 – CDMT  
 2025-2027 CBA  
 Union Proposal V.04 – 2/3/26

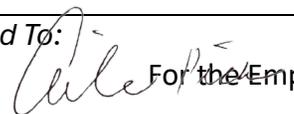
	\$	\$	\$	\$	\$	\$
12,001-14,000.99	19.50	20.50	20.75	21.55	21.80	0.25
	\$	\$	\$	\$	\$	\$
14,000+	19.50	20.75	21.00	21.80	22.05	0.25

**APPENDIX A: WAGE SCALES (AGENCY AND SELF-DIRECTED)**

\* DCW and HB638 add on not included

<b>Wage Scale Proposal for All Employees</b>						
-	-	-	-	-	-	-
Type of increase:	Dollar	-	Add-on:	-	-	-
-	-	-	-	-	-	-
-	-	-	-	-	-	-
<b>Enter increase to wage based on previous half-year:</b>		-	-	\$ 0.25	-	-
<b>GCH - Total hours worked for employer</b>	<b>Current contract</b>	<b>Year 1</b>		<b>Year 2</b>		-
	<b>2nd Half</b>	<b>1st Half</b>	<b>2nd Half</b>	<b>1st Half</b>	<b>2nd Half</b>	-
0-2,000.99	\$ 18.00	\$ 18.25	\$ 18.25	\$ 18.50	\$ 18.50	step increases

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

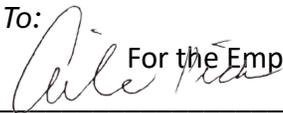
Tentatively Agreed To:	
For the Union:	For the Employer:
	
Date: _____	Date: _____
02/26/2026	2/26/26

SEIU 775 – CDMT  
 2025-2027 CBA  
 Union Proposal V.04 – 2/3/26

2,001 - 4,000.99	\$ 18.25	\$ 18.50	\$ 18.50	\$ 18.75	\$ 18.75	\$ 0.25
4,001 - 6,000.99	\$ 18.50	\$ 18.75	\$ 18.75	\$ 19.00	\$ 19.00	\$ 0.25
6,001 - 8,000.99	\$ 18.75	\$ 19.00	\$ 19.00	\$ 19.25	\$ 19.25	\$ 0.25
8,001 - 10,000.99	\$ 19.00	\$ 19.25	\$ 19.25	\$ 19.50	\$ 19.50	\$ 0.25
10,001 - 12,000.99	\$ 19.25	\$ 19.50	\$ 19.50	\$ 19.75	\$ 19.75	\$ 0.25
12,001 - 14,000.99	\$ 19.50	\$ 19.75	\$ 19.75	\$ 20.00	\$ 20.00	\$ 0.25
14,000+	\$ 19.50	\$ 19.75	\$ 19.75	\$ 20.00	\$ 20.00	\$ -

<u>CCH- Total hours worked for employer</u>	<u>Current contract</u>	<u>Year 1</u>		<u>Year 2</u>		
	<u>2nd Half</u>	<u>1st Half</u>	<u>2nd Half</u>	<u>1st Half</u>	<u>2nd Half</u>	
<u>0-2,000.99</u>	\$18.00	\$18.80	\$18.80	\$19.60	\$19.60	<u>step increases</u>

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

Tentatively Agreed To:	
For the Union:  _____ Date: 02/26/2026	For the Employer:  _____ Date: 2/26/26

SEIU 775 – CDMT  
 2025-2027 CBA  
 Union Proposal V.04 – 2/3/26

<del>2,001–4,000.99</del>	<del>\$18.25</del>	<del>\$19.05</del>	<del>\$19.05</del>	<del>\$19.85</del>	<del>\$19.85</del>	<del>\$0.25</del>
<del>4,001–6,000.99</del>	<del>\$18.50</del>	<del>\$19.30</del>	<del>\$19.30</del>	<del>\$20.10</del>	<del>\$20.10</del>	<del>\$0.25</del>
<del>6,001–8,000.99</del>	<del>\$18.75</del>	<del>\$19.55</del>	<del>\$19.55</del>	<del>\$20.35</del>	<del>\$20.35</del>	<del>\$0.25</del>
<del>8,001–10,000.99</del>	<del>\$19.00</del>	<del>\$19.80</del>	<del>\$19.80</del>	<del>\$20.60</del>	<del>\$20.60</del>	<del>\$0.25</del>
<del>10,001–12,000.99</del>	<del>\$19.25</del>	<del>\$20.05</del>	<del>\$20.05</del>	<del>\$20.85</del>	<del>\$20.85</del>	<del>\$0.25</del>
<del>12,001–14,000.99</del>	<del>\$19.50</del>	<del>\$20.30</del>	<del>\$20.30</del>	<del>\$21.10</del>	<del>\$21.10</del>	<del>\$0.25</del>
<del>14,000+</del>	<del>\$19.50</del>	<del>\$20.30</del>	<del>\$20.30</del>	<del>\$21.10</del>	<del>\$21.10</del>	<del>\$</del>

**Wage Scale Proposal for All Employees**

-	-	-	-
Type of increase:	Dollar	-	Add-on:
-	-	-	-
-	-	-	-
<b>Enter increase to wage based on previous half-year:</b>		-	-
GCH - Total hours worked for employer	Current contract	Year 1	
	2nd Half	1st Half	2nd Half
0-2,000.99	\$ 18.00	\$ 18.25	\$ 18.25
2,001 - 4,000.99	\$ 18.25	\$ 18.50	\$ 18.50

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

Tentatively Agreed To:

<p>For the Union:</p> <p style="text-align: center;"></p> <p>_____</p> <p>Date: _____</p> <p>02/26/2026</p>	<p>For the Employer:</p> <p style="text-align: center;"></p> <p>_____</p> <p>Date: _____</p> <p>2/26/26</p>
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<del>4,001 - 6,000.99</del>	<del>\$ 18.50</del>	<del>\$ 18.75</del>	<del>\$ 18.75</del>
<del>6,001 - 8,000.99</del>	<del>\$ 18.75</del>	<del>\$ 19.00</del>	<del>\$ 19.00</del>
<del>8,001 - 10,000.99</del>	<del>\$ 19.00</del>	<del>\$ 19.25</del>	<del>\$ 19.25</del>
<del>10,001 - 12,000.99</del>	<del>\$ 19.25</del>	<del>\$ 19.50</del>	<del>\$ 19.50</del>
<del>12,001 - 14,000.99</del>	<del>\$ 19.50</del>	<del>\$ 19.75</del>	<del>\$ 19.75</del>
<del>14,000+</del>	<del>\$ 19.50</del>	<del>\$ 19.75</del>	<del>\$ 19.75</del>

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<i>Tentatively Agreed To:</i>	
For the Union:  _____ Date: 02/26/2026 _____	For the Employer:  _____ Date: 2/26/26 _____

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<u>CCH - Total hours worked for employer</u>	<u>Current contract</u>	<u>Year 1</u>		<u>Year 2</u>		<u>step increases</u>
	<u>2nd Half</u>	<u>1st Half</u>	<u>2nd Half</u>	<u>1st Half</u>	<u>2nd Half</u>	
<u>0-2,000.99</u>	<u>\$18.00</u>	<u>-\$18.70</u>	<u>-\$18.70</u>	<u>-\$19.30</u>	<u>-\$19.30</u>	
<u>2,001-4,000.99</u>	<u>\$18.25</u>	<u>-\$18.95</u>	<u>-\$18.95</u>	<u>-\$19.55</u>	<u>-\$19.55</u>	<u>-\$0.25</u>
<u>4,001-6,000.99</u>	<u>\$18.50</u>	<u>-\$19.20</u>	<u>-\$19.20</u>	<u>-\$19.80</u>	<u>-\$19.80</u>	<u>-\$0.25</u>
<u>6,001-8,000.99</u>	<u>\$18.75</u>	<u>-\$19.45</u>	<u>-\$19.45</u>	<u>-\$20.05</u>	<u>-\$20.05</u>	<u>-\$0.25</u>
<u>8,001-10,000.99</u>	<u>\$19.00</u>	<u>-\$19.70</u>	<u>-\$19.70</u>	<u>-\$20.30</u>	<u>-\$20.30</u>	<u>-\$0.25</u>
<u>10,001-12,000.99</u>	<u>\$19.25</u>	<u>-\$19.95</u>	<u>-\$19.95</u>	<u>-\$20.55</u>	<u>-\$20.55</u>	<u>-\$0.25</u>
<u>12,001-14,000.99</u>	<u>\$19.50</u>	<u>-\$20.20</u>	<u>-\$20.20</u>	<u>-\$20.80</u>	<u>-\$20.80</u>	<u>-\$0.25</u>
<u>14,000+</u>	<u>\$19.50</u>	<u>-\$20.20</u>	<u>-\$20.20</u>	<u>-\$20.80</u>	<u>-\$20.80</u>	<u>-\$</u>

<u>CCH - Total hours worked for employer</u>	<u>Current contract</u>	<u>Year 1</u>		<u>Year 2</u>		<u>step increases</u>
	<u>2nd Half</u>	<u>1st Half</u>	<u>2nd Half</u>	<u>1st Half</u>	<u>2nd Half</u>	
<u>0-2,000.99</u>	<u>\$18.00</u>	<u>-\$18.38</u>	<u>-\$18.38</u>	<u>-\$18.76</u>	<u>-\$18.76</u>	
<u>2,001-4,000.99</u>	<u>\$18.25</u>	<u>-\$18.63</u>	<u>-\$18.63</u>	<u>-\$19.01</u>	<u>-\$19.01</u>	<u>-\$0.25</u>

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Tentatively Agreed To:	
For the Union:	For the Employer:
	
Date: _____	Date: _____
02/26/2026	2/26/26

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<del>4,001–6,000.99</del>	<u>\$18.50</u>	<del>-\$18.88</del>	<del>-\$18.88</del>	<del>-\$19.26</del>	<del>-\$19.26</del>	<u>-\$0.25</u>
<del>6,001–8,000.99</del>	<u>\$18.75</u>	<del>-\$19.13</del>	<del>-\$19.13</del>	<del>-\$19.51</del>	<del>-\$19.51</del>	<u>-\$0.25</u>
<del>8,001–10,000.99</del>	<u>\$19.00</u>	<del>-\$19.38</del>	<del>-\$19.38</del>	<del>-\$19.76</del>	<del>-\$19.76</del>	<u>-\$0.25</u>
<del>10,001–12,000.99</del>	<u>\$19.25</u>	<del>-\$19.63</del>	<del>-\$19.63</del>	<del>-\$20.01</del>	<del>-\$20.01</del>	<u>-\$0.25</u>
<del>12,001–14,000.99</del>	<u>\$19.50</u>	<del>-\$19.88</del>	<del>-\$19.88</del>	<del>-\$20.26</del>	<del>-\$20.26</del>	<u>-\$0.25</u>
<del>14,000+</del>	<u>\$19.50</u>	<del>-\$19.88</del>	<del>-\$19.88</del>	<del>-\$20.26</del>	<del>-\$20.26</del>	<u>\$</u>

<u>CCH - Total hours worked for employer</u>	<u>Current contract</u>	<u>Year 1</u>		<u>Year 2</u>		<u>step increases</u>
	<u>2nd Half</u>	<u>1st Half</u>	<u>2nd Half</u>	<u>1st Half</u>	<u>2nd Half</u>	
<u>0-2,000.99</u>	<u>\$18.00</u>	<u>\$18.50</u>	<u>\$18.50</u>	<u>\$19.00</u>	<u>\$19.00</u>	
<u>2,001 - 4,000.99</u>	<u>\$18.25</u>	<u>\$18.75</u>	<u>\$18.75</u>	<u>\$19.25</u>	<u>\$19.25</u>	<u>\$0.25</u>
<u>4,001 - 6,000.99</u>	<u>\$18.50</u>	<u>\$19.00</u>	<u>\$19.00</u>	<u>\$19.50</u>	<u>\$19.50</u>	<u>\$0.25</u>
<u>6,001 - 8,000.99</u>	<u>\$18.75</u>	<u>\$19.25</u>	<u>\$19.25</u>	<u>\$19.75</u>	<u>\$19.75</u>	<u>\$0.25</u>
<u>8,001 - 10,000.99</u>	<u>\$19.00</u>	<u>\$19.50</u>	<u>\$19.50</u>	<u>\$20.00</u>	<u>\$20.00</u>	<u>\$0.25</u>
<u>10,001 - 12,000.99</u>	<u>\$19.25</u>	<u>\$19.75</u>	<u>\$19.75</u>	<u>\$20.25</u>	<u>\$20.25</u>	<u>\$0.25</u>
<u>12,001 - 14,000.99</u>	<u>\$19.50</u>	<u>\$20.00</u>	<u>\$20.00</u>	<u>\$20.50</u>	<u>\$20.50</u>	<u>\$0.25</u>
<u>14,000+</u>	<u>\$19.50</u>	<u>\$20.00</u>	<u>\$20.00</u>	<u>\$20.50</u>	<u>\$20.50</u>	<u>\$</u>

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<i>Tentatively Agreed To:</i>	
For the Union:  Date: <u>02/26/2026</u>	For the Employer:  Date: <u>2/26/26</u>

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\*The wage increases set forth in this Agreement are based on the Parties' mutual assumption that the Employer will receive an average of a 3% reimbursement rate increase effective July 1, 2026. If the July 1, 2026 reimbursement rate increase does not occur or is less than 3%, ~~either Party may reopen the Agreement solely with respect to wages. Parties agree to engage in impact bargaining.~~ In such event, the Parties shall meet and bargain in good faith over revised wage rates within 360 days of notice by either Party.

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<i>Tentatively Agreed To:</i>	
For the Union:  _____	For the Employer:  _____
Date: 02/26/2026 _____	Date: 2/26/26 _____