

Memorandum of Understanding

Addus Healthcare of Montana and SEIU 775

Addus Healthcare of Montana ("the Employer") and SEIU 775 ("the Union") agree to the following modification of the 2019-2021 Collective Bargaining Agreement:

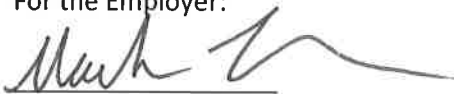
Addus will distribute the Montana State CFC/PASS and Waiver HB 638 Direct Care Worker Wage Increase Bonus amounts in accordance with state guidelines. Funding for the period July 1 2021 through June 30, 2022 allows for wage increases of \$3.34 hour for CFC/PAS hours worked, and \$4.02 for all Waiver hours worked. Any payments subsequent to June 30, 2022 are contingent on continued state funding.

The Parties recognize the work employees of Addus and members of SEIU 775 did to ensure increases and continuation of both CFC/PASS and Waiver HB 638. Therefore, the Parties shall work together on a joint communication to all Addus MT homecare workers announcing the wage increases listed above.

Additionally, if negotiations have not concluded on the date of this signed MOU, the Parties recognize the need for an increase to the base rate and will bargain in good faith to increase the base rate for the 2021-2023 CBA.

Agree to:

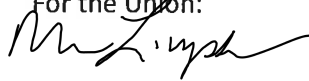
For the Employer:



10/7/2021

Mark Robinson, Regional V.P.

For the Union:



10/7/2021

Monica Livingston, SEIU 775