

**Memorandum of Agreement between
SEIU, Local 503 and Avamere Health Services, LLC
Temporary COVID Recovery Units – November 1, 2021**

The parties, the Service Employee International Union, Local 775 (SEIU) and the Avamere Health Services, LLC, (Avamere), enter into the following agreement regarding the temporary establishment of a COVID Recovery Unit (TCRU) at the Avamere Heritage Rehab of Tacoma facility.

Preamble

Avamere has reached cooperative agreements with the State of Washington to temporarily establish a COVID Recovery Unit at Avamere Heritage Rehab of Tacoma. Operations of the TCRU will commence November 1, 2021. In support of the effort, SEIU and Avamere have agreed to the following:

1. All operational decision at the Heritage TCRU will be at the discretion of Avamere and in compliance with the agreements reached with the State of Washington.
2. The terms and conditions of the current Collective Bargaining agreement between SEIU and Avamere will continue to be in place for SEIU represented positions at Heritage, except as amended here.
3. Individuals hired into but not previously employed at an Avamere facility in represented positions will be hired as Temporary Union Employees. Temporary employment status may continue for the duration of Heritage’s designation as a TCRU.
4. Employees working in the TCRU will be paid according to the wage scale below:

Represented Position	Hourly Wage
CMA	\$38.00
CNA	\$35.00
Dietary Aide	\$25.00
Dietary Cook	\$30.00
Maintenance Assistant	\$30.00
Receptionist	\$22.00
Laundry Aide (subcontracted)	\$25.00
Housekeeping Aide (subcontracted)	\$25.00
Floor Aide (subcontracted)	\$25.00

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5. The “Extra-Shift Bonus” provisions of the current collective bargaining agreement, and the September 28, 2021 Extra Shift Bonus Memorandum of Agreement will not apply to employees of the Heritage TCRU.
6. If any employee is to be laid off due to lack of work, they will be offered an available position at Avamere Pacific Ridge, if possible, on the same shift with the same number of hours.
7. If any employee chooses not to work in the COVID Recovery Unit, they will be offered a similarly situated position at Avamere Pacific Ridge if such a position is available.
8. If the COVID Recovery Unit has any vacancies for positions, the Employer will post the position and recruit from Avamere Pacific Ridge, per Article 7 of the Parties Collective Bargaining Agreements.

This MOU will expire on upon the termination of the TCRU’s operation, estimated to be between February 1, and April 30, 2022. The agreement may be extended by mutual, written consent of the parties. The Employer will provide at least 15 days’ notice to the Union of the termination of the TCRU.

Signed by the Employer:



Andrew W. Loomis

Date:

November 5, 2021

Signed by the Union:



Date:

05.November.2021