

**Memorandum of Agreement between  
SEIU, Local 775 and Avamere Health Services, LLC  
Avamere Heritage Rehab of Tacoma and Avamere Skilled Nursing of Tacoma (Pacific Ridge)**

The parties, the Service Employee International Union, Local 775 (SEIU) and the Avamere Health Services, LLC, (Avamere), enter into the following agreement amending the collective bargaining agreements between SEIU and Avamere Heritage Rehab of Tacoma and between SEIU and Avamere Skilled Nursing of Tacoma, Pacific Ridge.

**A. WAGES**

Effective on November 1, 2021, the hiring scale included in the 2018-2022 Collective Bargaining Agreement will be replaced with the following scale.

Classification	Base Rate (not including experience per Experience Grid)
Restorative Aide	\$20.50
CNA	\$20.00
NAR	\$18.00
Dietary Aide	\$16.50
Dietary Cook	\$18.00
Activities Aide	\$16.50
Housekeeping	\$16.50
Floor Care	\$18.00
Shower Aide	\$21.00

The Experience Grid in Section 16.3 shall remain in effect.

Current employees at Heritage Rehab and Pacific Ridge shall be placed on the hiring scale according to their classification and relevant experience. Within thirty (30) days following the signing of this Agreement, the Employer will perform a review of employee wages covered under this Agreement employed by the Employer. Employees not credited shall have their wage adjusted retro-actively to November 1, 2021, to the appropriate number of years' experience. The Union will be provided notice and an opportunity to discuss this equity review, though any wage modification will occur at the Employer's discretion following discussion with the Union, if requested.

For any employee whose rate is not increased by at least one dollar (\$1.00) by this amendment, the employee will receive a flat increase of \$1.00 at the same time as the implementation of the new rates.

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Section 16.7 Extra Shift Incentive will be amended as follows: *All employees working extra hours and shifts beyond their regular schedule shall receive a bonus of three dollars (\$3.00) per hour. If an employee has an unscheduled, unprotected absence within the pay period in which the extra hours or shift was worked, the bonus will be forfeit.*

The Employer will notify the Union in writing of any new or modified incentives prior to implementation and upon request, will bargain with the Union to create and/or clarify perimeters of new incentive program(s) and/or modifications to incentives.

Section 16.8 Shower Aides will be amended as follows: *Upon promotion, Shower Aides above the scale shall receive at least one dollar (\$1.00) more than their base rate of pay.*

All other sections of Article 16 – Hiring Rates and Wages shall remain in effect for the duration of the 2018-2022 Collective Bargaining Agreement.

**B. Single Bargaining Unit**

Avamere Heritage Rehab of Tacoma and Avamere Skilled Nursing of Tacoma Pacific Ridge, which all parties agree are separate employers for all purposes and separate limited liability companies for all purposes, each agrees to associate with the other for the purpose of recognizing SEIU 775, herein the "Union" as the exclusive collective bargaining representative of a single bargaining unit, as provided for under federal labor law regarding multi-employer bargaining, for all employees in the listed employee classifications at the two locations.

**For the Employer:**

SMH 11.2.21

Date:

11/2/2021

11/2/21

**For the Union:**

[Signature]

Date:

02 Nov 2021

Bernie Campbell 11/2/21  
Jessie Fuld 11/02/21  
Deborah Kady 11/02/21  
Tommy Walker 11/02/21  
Lisa Bann 11/2/21