

Memorandum of Understanding

SEIU 775 & Healthcare Services Group at NewGen Ballard

It is hereby agreed by and between Healthcare Services Group, Inc. (hereinafter the "Employer or "HCSG") and the Service Employees International Union , Local 775(hereinafter the "Union") as follows: The Employer recognizes the Union as the exclusive bargaining representative for all employees listed in the following classifications: Housekeeper, Floor Technician, Laundry Aide, Dietary Aide and Cook. The Employer and the Union agree to be bound by all of the applicable terms and conditions of the Collective Bargaining Agreement (the "CBA") currently in effect between the Union and Ballard Care and Rehabilitation Center, LLC d/b/a Ballard Center ("the Facility") from January 1, 2022 to Midnight October 31, 2024, for the dietary, housekeeping, and laundry employees employed by the Employer at the NewGen Ballard facility.

References to the "Department Head" shall be replaced with "Account Manager" in Article 22 of the CBA."

"References to the "Facility CED" shall be replaced with "District Manager" throughout the CBA. References to the "Operator" shall be replaced with "HCSG" throughout the CBA."

Instead of providing a 401(k) plan pursuant to Article 18 of the CBA, bargaining unit employees who are eligible to participate in the Employer's Stock Purchase Plan will be offered such participation when they become eligible based on their initial date of hire with Employee pursuant to the terms and conditions of that plan.No bargaining unit employees shall suffer a reduction in straight-time hourly rate of pay due to implementation of this Agreement.

If any regulation of the law mandates rates to be paid in excess of those specified in this Agreement, the Employer shall implement any required changes. Since the Facility is located in Seattle, the parties anticipate that the Employer shall be subject to Seattle's Minimum Wage increases that will increase each January 1st to reflect the rate of inflation (based on the Seattle-Tacoma-Bremerton Area Consumer Price Index for Urban Wage Earners and Clerical Workers; CPI-W). The parties agree to discuss any such Seattle Minimum Wage increase that is

announced by September 30th of each year and agree on the specific minimum wage for the union classifications, working at the facility, prior to the January 1st effective date of such increase.

The Employees' starting rate(s) contained herein constitute minimum base hourly wage rate(s). The Employer retains its rights to enhance employee's wages or wage structure at any time with notice to the Union, subject to bargaining if requested by the Union within 10 days of such notice.

There shall be a wage reopener effective January 1, 2023 , which will cover the time frame from that date until the end of this Agreement. Either party may request to initiate that reopener by written notice to the other no earlier than November 1, 2022..

Effective January 1, 2022 these wage rates shall be implemented.

Position	Wage Effective January 1 ,2022
Cook	\$20.00
Dietary Aide	\$18.00
Housekeeper	\$18.00
Floor Technician	\$18.00
Laundry Aide	\$18.00

Effective January 1, 2022, all employees shall have their wage increased to the minimum rates above or receive an increase of two percent (2%) whichever is greater.

For the Union

Adam Case

For the Employer

Jerry Smith
4/6/2022

Date

Date

4/6/2022

4/6/2022
