

MEMORANDUM OF UNDERSTANDING

Avalon Care Center – Pullman and SEIU Local 775 agree to increase the CNA wage scales for the 2022 and 2023 contract years. The “New Scale for 2022” will replace the CNA scale identified in Appendix A of the 2022-2023 CBA. The “New Scale for 2023” will replace the CNA scale identified in Appendix B of the 2022-2023 CBA. These wage increases will be effective the pay period beginning June 19, 2022, with an initial pay day on July 9, 2022.

The hiring rate for Non-Certified Nursing Assistants will remain at \$1.00 per hour below the hiring rate for Certified Nursing Assistants. Accordingly, the hire rate for Non-Certified Nursing Assistants will increase to \$18.65 for 2022 and to \$18.93 for 2023.

The rates for Restorative Aides will remain at \$0.50 more per hour than the CNA scale at each step. Accordingly, the hire rates for Restorative Aides will increase to \$20.15 for 2022 and \$20.43 for 2023.

<b>Certified Nursing Assistants</b>	<b>Current Rate</b>	<b>New Scale for 2022</b>	<b>New Scale for 2023</b>
Hire Rate	\$17.15	\$19.65	\$19.93
1 Year Anniversary	\$17.36	\$19.90	\$20.17
2 Year Anniversary	\$17.58	\$20.14	\$20.43
3 Year Anniversary	\$17.80	\$20.40	\$20.68
4 Year Anniversary	\$18.02	\$20.65	\$20.94
5 Year Anniversary	\$18.25	\$20.91	\$21.20
6 Year Anniversary	\$18.48	\$21.17	\$21.47
7 Year Anniversary	\$18.71	\$21.44	\$21.74
8 Year Anniversary	\$18.94	\$21.70	\$22.01
9 Year Anniversary	\$19.18	\$21.97	\$22.28
10 Year Anniversary	\$19.42	\$22.25	\$22.56
11 Year Anniversary	\$19.66	\$22.53	\$22.84
12 Year Anniversary	\$19.91	\$22.81	\$23.13
13 Year Anniversary	\$20.16	\$23.09	\$23.42

14 Year Anniversary	\$20.41	\$23.38	\$23.71
15 Year Anniversary	\$20.66	\$23.67	\$24.01
16 Year Anniversary	\$20.92	\$23.97	\$24.31
17 Year Anniversary	\$21.18	\$24.27	\$24.61
18 Year Anniversary	\$21.45	\$24.57	\$24.92
19 Year Anniversary	\$21.72	\$24.88	\$25.23
20 Year Anniversary	\$21.99	\$25.19	\$25.54

**AVALON CARE CENTER - PULLMAN, L.L.C.**

By: 

Its: Vice President, Human Resources

06/23/2022

**Date**

**SEIU Local 775**

By: *Adam Case*

Its: CBER Specialist

6/23/2022

**Date**