

MEMORANDUM OF UNDERSTANDING

Avalon Care Center – Pullman and SEIU 775 agree to increase the Avalon Pullman wage scales for the 2022 and 2023 contract years. This wage scale below replaces the 2022 and 2023 wage scales attached to the current CBA. These increases will go into effect with the pay period beginning October 9, 2023. The percentage increases from one step to the next in each classification will be 1.25%. Restorative Aides are always .50 cents over CNAs.

Employees will receive a wage increase only with their anniversary date as they progress along the steps. This MOU supersedes the requirements of Section 16.1 requiring changes to the wage scale in 2023. Non Certified Nurse Assistants cannot be employed longer than 120 days and therefore only have a hiring rate.

Classification Grade	Hire Rate	1 Yr Anv.	2 Yr Anv.	3 Yr Anv.	4 Yr Anv.	5 Yr Anv.	6 Yr Anv.	7 Yr Anv.	8 Yr Anv.	9 Yr Anv.	10 Yr Anv.	11 Yr Anv.	12 Yr Anv.	13 Yr Anv.	14 Yr Anv.	15 Yr Anv.	16 Yr Anv.	17 Yr Anv.	18 Yr Anv.	19 Yr Anv.	20 Yr Anv.
Nursing Assistant (Certified)	\$ 20.00	\$ 20.25	\$ 20.50	\$ 20.76	\$ 21.02	\$ 21.28	\$ 21.55	\$ 21.82	\$ 22.09	\$ 22.37	\$ 22.65	\$ 22.93	\$ 23.22	\$ 23.51	\$ 23.80	\$ 24.10	\$ 24.40	\$ 24.70	\$ 25.01	\$ 25.32	\$ 25.64
Nursing Assistant (NonCertified)	\$ 19.00																				
Restorative Aide	\$ 20.50	\$ 20.75	\$ 21.00	\$ 21.26	\$ 21.52	\$ 21.78	\$ 22.05	\$ 22.32	\$ 22.59	\$ 22.87	\$ 23.15	\$ 23.43	\$ 23.72	\$ 24.01	\$ 24.30	\$ 24.60	\$ 24.90	\$ 25.20	\$ 25.51	\$ 25.82	\$ 26.14
Cook	\$ 17.00	\$ 17.21	\$ 17.43	\$ 17.65	\$ 17.87	\$ 18.09	\$ 18.32	\$ 18.54	\$ 18.78	\$ 19.01	\$ 19.25	\$ 19.49	\$ 19.73	\$ 19.98	\$ 20.23	\$ 20.48	\$ 20.74	\$ 21.00	\$ 21.26	\$ 21.53	\$ 21.79
Dietary Aide	\$ 16.25	\$ 16.45	\$ 16.66	\$ 16.87	\$ 17.08	\$ 17.29	\$ 17.51	\$ 17.73	\$ 17.95	\$ 18.17	\$ 18.40	\$ 18.63	\$ 18.86	\$ 19.10	\$ 19.34	\$ 19.58	\$ 19.82	\$ 20.07	\$ 20.32	\$ 20.58	\$ 20.83
Housekeeping	\$ 16.25	\$ 16.45	\$ 16.66	\$ 16.87	\$ 17.08	\$ 17.29	\$ 17.51	\$ 17.73	\$ 17.95	\$ 18.17	\$ 18.40	\$ 18.63	\$ 18.86	\$ 19.10	\$ 19.34	\$ 19.58	\$ 19.82	\$ 20.07	\$ 20.32	\$ 20.58	\$ 20.83
Laundry Aide	\$ 16.25	\$ 16.45	\$ 16.66	\$ 16.87	\$ 17.08	\$ 17.29	\$ 17.51	\$ 17.73	\$ 17.95	\$ 18.17	\$ 18.40	\$ 18.63	\$ 18.86	\$ 19.10	\$ 19.34	\$ 19.58	\$ 19.82	\$ 20.07	\$ 20.32	\$ 20.58	\$ 20.83

AVALON CARE CENTER – PULLMAN, L.L.C.

SEIU 775

By: Ryan D. Nelson

By: Adam Case

Its: Vice President, Human Resources

Its: CBER Specialist

10/18/2022

10/17/2022

Date

Date