

Memorandum of Understanding

SEIU 775 & Cascadia at Clarkston


SEIU 775 (the Union) and Cascadia at Clarkston (the Employer), per the parties 2022-2024 Collective Bargaining Agreement, specifically *Article 25.2: Re-Opener During Term of Agreement* to the following: Wage Scales in the Appendix will be replaced with the following scales (to be effective the first pay period following the respective date):

Scale #1 - Effective November 1																
Classification	Hire Rate	1 Year	2 Year	3 Year	4 Year	5 Year	6 Year	7 Year	8 Year	9 Year	10 Year	11 Year	12 Year	13 Year	14 Year	15 Year
Certified Nursing Assistants (CNA)	\$ 17.25	\$ 17.51	\$ 17.77	\$ 18.04	\$ 18.31	\$ 18.58	\$ 18.86	\$ 19.14	\$ 19.43	\$ 19.72	\$ 20.02	\$ 20.32	\$ 20.62	\$ 20.93	\$ 21.25	\$ 21.57
Nursing Assistant Registered (NAR)	\$ 17.00	\$ 17.26	\$ 17.51	\$ 17.78	\$ 18.04	\$ 18.31	\$ 18.59	\$ 18.87	\$ 19.15	\$ 19.44	\$ 19.73	\$ 20.03	\$ 20.33	\$ 20.63	\$ 20.94	\$ 21.25
Activities Assistant	\$ 15.25	\$ 15.48	\$ 15.71	\$ 15.95	\$ 16.19	\$ 16.43	\$ 16.68	\$ 16.93	\$ 17.18	\$ 17.44	\$ 17.70	\$ 17.96	\$ 18.23	\$ 18.51	\$ 18.78	\$ 19.07
Cook	\$ 16.50	\$ 16.75	\$ 17.00	\$ 17.25	\$ 17.51	\$ 17.78	\$ 18.04	\$ 18.31	\$ 18.59	\$ 18.87	\$ 19.15	\$ 19.44	\$ 19.73	\$ 20.02	\$ 20.32	\$ 20.63
Dietary Aide inc. Dishwashers	\$ 15.25	\$ 15.48	\$ 15.71	\$ 15.95	\$ 16.19	\$ 16.43	\$ 16.68	\$ 16.93	\$ 17.18	\$ 17.44	\$ 17.70	\$ 17.96	\$ 18.23	\$ 18.51	\$ 18.78	\$ 19.07
Housekeeper	\$ 15.25	\$ 15.48	\$ 15.71	\$ 15.95	\$ 16.19	\$ 16.43	\$ 16.68	\$ 16.93	\$ 17.18	\$ 17.44	\$ 17.70	\$ 17.96	\$ 18.23	\$ 18.51	\$ 18.78	\$ 19.07
Laundry Aide	\$ 15.25	\$ 15.48	\$ 15.71	\$ 15.95	\$ 16.19	\$ 16.43	\$ 16.68	\$ 16.93	\$ 17.18	\$ 17.44	\$ 17.70	\$ 17.96	\$ 18.23	\$ 18.51	\$ 18.78	\$ 19.07
Resorative Aide/Shower Aide	\$ 17.60	\$ 17.86	\$ 18.12	\$ 18.39	\$ 18.66	\$ 18.93	\$ 19.21	\$ 19.49	\$ 19.78	\$ 20.07	\$ 20.37	\$ 20.67	\$ 20.97	\$ 21.28	\$ 21.60	\$ 21.92
Social Service Assistant	\$ 15.25	\$ 15.48	\$ 15.71	\$ 15.95	\$ 16.19	\$ 16.43	\$ 16.68	\$ 16.93	\$ 17.18	\$ 17.44	\$ 17.70	\$ 17.96	\$ 18.23	\$ 18.51	\$ 18.78	\$ 19.07
Maintenance Assistant	\$ 15.50	\$ 15.73	\$ 15.97	\$ 16.21	\$ 16.45	\$ 16.70	\$ 16.95	\$ 17.20	\$ 17.46	\$ 17.72	\$ 17.99	\$ 18.26	\$ 18.53	\$ 18.81	\$ 19.09	\$ 19.38
Hospitality Aide	\$ 15.00	\$ 15.23	\$ 15.45	\$ 15.69	\$ 15.92	\$ 16.16	\$ 16.40	\$ 16.65	\$ 16.90	\$ 17.15	\$ 17.41	\$ 17.67	\$ 17.93	\$ 18.20	\$ 18.48	\$ 18.75
Scale #2 - Effective January 1																
Classification	Hire Rate	1 Year	2 Year	3 Year	4 Year	5 Year	6 Year	7 Year	8 Year	9 Year	10 Year	11 Year	12 Year	13 Year	14 Year	15 Year
Certified Nursing Assistants (CNA)	\$ 17.50	\$ 17.76	\$ 18.03	\$ 18.30	\$ 18.57	\$ 18.85	\$ 19.14	\$ 19.42	\$ 19.71	\$ 20.01	\$ 20.31	\$ 20.61	\$ 20.92	\$ 21.24	\$ 21.56	\$ 21.88
Nursing Assistant Registered (NAR)	\$ 17.00	\$ 17.26	\$ 17.51	\$ 17.78	\$ 18.04	\$ 18.31	\$ 18.59	\$ 18.87	\$ 19.15	\$ 19.44	\$ 19.73	\$ 20.03	\$ 20.33	\$ 20.63	\$ 20.94	\$ 21.25
Activities Assistant	\$ 16.05	\$ 16.29	\$ 16.54	\$ 16.78	\$ 17.03	\$ 17.29	\$ 17.55	\$ 17.81	\$ 18.08	\$ 18.35	\$ 18.63	\$ 18.91	\$ 19.19	\$ 19.48	\$ 19.77	\$ 20.07
Cook	\$ 16.55	\$ 16.80	\$ 17.05	\$ 17.31	\$ 17.57	\$ 17.83	\$ 18.10	\$ 18.37	\$ 18.64	\$ 18.92	\$ 19.21	\$ 19.50	\$ 19.79	\$ 20.08	\$ 20.39	\$ 20.69
Housekeeper	\$ 16.05	\$ 16.29	\$ 16.54	\$ 16.78	\$ 17.03	\$ 17.29	\$ 17.55	\$ 17.81	\$ 18.08	\$ 18.35	\$ 18.63	\$ 18.91	\$ 19.19	\$ 19.48	\$ 19.77	\$ 20.07
Laundry Aide	\$ 16.05	\$ 16.29	\$ 16.54	\$ 16.78	\$ 17.03	\$ 17.29	\$ 17.55	\$ 17.81	\$ 18.08	\$ 18.35	\$ 18.63	\$ 18.91	\$ 19.19	\$ 19.48	\$ 19.77	\$ 20.07
Resorative Aide/Shower Aide	\$ 17.85	\$ 18.11	\$ 18.38	\$ 18.65	\$ 18.92	\$ 19.20	\$ 19.49	\$ 19.77	\$ 20.06	\$ 20.36	\$ 20.66	\$ 20.96	\$ 21.27	\$ 21.59	\$ 21.91	\$ 22.23
Social Service Assistant	\$ 16.05	\$ 16.29	\$ 16.54	\$ 16.78	\$ 17.03	\$ 17.29	\$ 17.55	\$ 17.81	\$ 18.08	\$ 18.35	\$ 18.63	\$ 18.91	\$ 19.19	\$ 19.48	\$ 19.77	\$ 20.07
Maintenance Assistant	\$ 16.05	\$ 16.29	\$ 16.54	\$ 16.78	\$ 17.03	\$ 17.29	\$ 17.55	\$ 17.81	\$ 18.08	\$ 18.35	\$ 18.63	\$ 18.91	\$ 19.19	\$ 19.48	\$ 19.77	\$ 20.07
Hospitality Aide	\$ 16.05	\$ 16.29	\$ 16.54	\$ 16.78	\$ 17.03	\$ 17.29	\$ 17.55	\$ 17.81	\$ 18.08	\$ 18.35	\$ 18.63	\$ 18.91	\$ 19.19	\$ 19.48	\$ 19.77	\$ 20.07
Scale #3 - Effective April 1																
Classification	Hire Rate	1 Year	2 Year	3 Year	4 Year	5 Year	6 Year	7 Year	8 Year	9 Year	10 Year	11 Year	12 Year	13 Year	14 Year	15 Year
Certified Nursing Assistants (CNA)	\$ 17.75	\$ 18.02	\$ 18.29	\$ 18.56	\$ 18.84	\$ 19.12	\$ 19.41	\$ 19.70	\$ 20.00	\$ 20.30	\$ 20.60	\$ 20.91	\$ 21.22	\$ 21.54	\$ 21.86	\$ 22.19
Nursing Assistant Registered (NAR)	\$ 17.00	\$ 17.26	\$ 17.51	\$ 17.78	\$ 18.04	\$ 18.31	\$ 18.59	\$ 18.87	\$ 19.15	\$ 19.44	\$ 19.73	\$ 20.03	\$ 20.33	\$ 20.63	\$ 20.94	\$ 21.25
Activities Assistant	\$ 16.05	\$ 16.29	\$ 16.54	\$ 16.78	\$ 17.03	\$ 17.29	\$ 17.55	\$ 17.81	\$ 18.08	\$ 18.35	\$ 18.63	\$ 18.91	\$ 19.19	\$ 19.48	\$ 19.77	\$ 20.07
Cook	\$ 16.55	\$ 16.80	\$ 17.05	\$ 17.31	\$ 17.57	\$ 17.83	\$ 18.10	\$ 18.37	\$ 18.64	\$ 18.92	\$ 19.21	\$ 19.50	\$ 19.79	\$ 20.08	\$ 20.39	\$ 20.69
Dietary Aide inc. Dishwashers	\$ 16.05	\$ 16.29	\$ 16.54	\$ 16.78	\$ 17.03	\$ 17.29	\$ 17.55	\$ 17.81	\$ 18.08	\$ 18.35	\$ 18.63	\$ 18.91	\$ 19.19	\$ 19.48	\$ 19.77	\$ 20.07
Housekeeper	\$ 16.05	\$ 16.29	\$ 16.54	\$ 16.78	\$ 17.03	\$ 17.29	\$ 17.55	\$ 17.81	\$ 18.08	\$ 18.35	\$ 18.63	\$ 18.91	\$ 19.19	\$ 19.48	\$ 19.77	\$ 20.07
Laundry Aide	\$ 16.05	\$ 16.29	\$ 16.54	\$ 16.78	\$ 17.03	\$ 17.29	\$ 17.55	\$ 17.81	\$ 18.08	\$ 18.35	\$ 18.63	\$ 18.91	\$ 19.19	\$ 19.48	\$ 19.77	\$ 20.07
Resorative Aide/Shower Aide	\$ 18.10	\$ 18.37	\$ 18.64	\$ 18.91	\$ 19.19	\$ 19.47	\$ 19.76	\$ 20.05	\$ 20.35	\$ 20.65	\$ 20.95	\$ 21.26	\$ 21.57	\$ 21.89	\$ 22.21	\$ 22.54
Social Service Assistant	\$ 16.05	\$ 16.29	\$ 16.54	\$ 16.78	\$ 17.03	\$ 17.29	\$ 17.55	\$ 17.81	\$ 18.08	\$ 18.35	\$ 18.63	\$ 18.91	\$ 19.19	\$ 19.48	\$ 19.77	\$ 20.07
Maintenance Assistant	\$ 16.05	\$ 16.29	\$ 16.54	\$ 16.78	\$ 17.03	\$ 17.29	\$ 17.55	\$ 17.81	\$ 18.08	\$ 18.35	\$ 18.63	\$ 18.91	\$ 19.19	\$ 19.48	\$ 19.77	\$ 20.07
Hospitality Aide	\$ 16.05	\$ 16.29	\$ 16.54	\$ 16.78	\$ 17.03	\$ 17.29	\$ 17.55	\$ 17.81	\$ 18.08	\$ 18.35	\$ 18.63	\$ 18.91	\$ 19.19	\$ 19.48	\$ 19.77	\$ 20.07
Scale #4 - Effective July 1																
Classification	Hire Rate	1 Year	2 Year	3 Year	4 Year	5 Year	6 Year	7 Year	8 Year	9 Year	10 Year	11 Year	12 Year	13 Year	14 Year	15 Year
Certified Nursing Assistants (CNA)	\$ 18.00	\$ 18.27	\$ 18.54	\$ 18.82	\$ 19.10	\$ 19.39	\$ 19.68	\$ 19.98	\$ 20.28	\$ 20.58	\$ 20.89	\$ 21.20	\$ 21.52	\$ 21.84	\$ 22.17	\$ 22.50
Nursing Assistant Registered (NAR)	\$ 17.00	\$ 17.26	\$ 17.51	\$ 17.78	\$ 18.04	\$ 18.31	\$ 18.59	\$ 18.87	\$ 19.15	\$ 19.44	\$ 19.73	\$ 20.03	\$ 20.33	\$ 20.63	\$ 20.94	\$ 21.25
Activities Assistant	\$ 16.05	\$ 16.29	\$ 16.54	\$ 16.78	\$ 17.03	\$ 17.29	\$ 17.55	\$ 17.81	\$ 18.08	\$ 18.35	\$ 18.63	\$ 18.91	\$ 19.19	\$ 19.48	\$ 19.77	\$ 20.07
Cook	\$ 16.55	\$ 16.80	\$ 17.05	\$ 17.31	\$ 17.57	\$ 17.83	\$ 18.10	\$ 18.37	\$ 18.64	\$ 18.92	\$ 19.21	\$ 19.50	\$ 19.79	\$ 20.08	\$ 20.39	\$ 20.69
Dietary Aide inc. Dishwashers	\$ 16.05	\$ 16.29	\$ 16.54	\$ 16.78	\$ 17.03	\$ 17.29	\$ 17.55	\$ 17.81	\$ 18.08	\$ 18.35	\$ 18.63	\$ 18.91	\$ 19.19	\$ 19.48	\$ 19.77	\$ 20.07
Housekeeper	\$ 16.05	\$ 16.29	\$ 16.54	\$ 16.78	\$ 17.03	\$ 17.29	\$ 17.55	\$ 17.81	\$ 18.08	\$ 18.35	\$ 18.63	\$ 18.91	\$ 19.19	\$ 19.48	\$ 19.77	\$ 20.07
Laundry Aide	\$ 16.05	\$ 16.29	\$ 16.54	\$ 16.78	\$ 17.03	\$ 17.29	\$ 17.55	\$ 17.81	\$ 18.08	\$ 18.35	\$ 18.63	\$ 18.91	\$ 19.19	\$ 19.48	\$ 19.77	\$ 20.07
Resorative Aide/Shower Aide	\$ 18.35	\$ 18.62	\$ 18.89	\$ 19.17	\$ 19.45	\$ 19.74	\$ 20.03	\$ 20.33	\$ 20.63	\$ 20.93	\$ 21.24	\$ 21.55	\$ 21.87	\$ 22.19	\$ 22.52	\$ 22.85
Social Service Assistant	\$ 16.05	\$ 16.29	\$ 16.54	\$ 16.78	\$ 17.03	\$ 17.29	\$ 17.55	\$ 17.81	\$ 18.08	\$ 18.35	\$ 18.63	\$ 18.91	\$ 19.19	\$ 19.48	\$ 19.77	\$ 20.07
Maintenance Assistant	\$ 16.05	\$ 16.29	\$ 16.54	\$ 16.78	\$ 17.03	\$ 17.29	\$ 17.55	\$ 17.81	\$ 18.08	\$ 18.35	\$ 18.63	\$ 18.91	\$ 19.19	\$ 19.48	\$ 19.77	\$ 20.07
Hospitality Aide	\$ 16.05	\$ 16.29	\$ 16.54	\$ 16.78	\$ 17.03	\$ 17.29	\$ 17.55	\$ 17.81	\$ 18.08	\$ 18.35	\$ 18.63	\$ 18.91	\$ 19.19	\$ 19.48	\$ 19.77	\$ 20.07

On January 1, 2023, employees will receive their step increase per Article 16.1 (Wage Scale) of the Collective Bargaining Agreement.

Any employee whose rate exceeds the top step of the wage scale shall receive an increase of 2.5% to their rate on the effective date of the new scale on November 1, 2022, 2.5% on January 1, 2023, 1.5% on April 1, 2023 and 1.5% on July 1, 2023.

For SEIU 775:



A handwritten signature in blue ink, consisting of several overlapping loops and horizontal strokes, positioned above a horizontal line.

Date 27 December 2022

For Employer:



A handwritten signature in blue ink, featuring a large, circular initial 'A' followed by a cursive name, positioned above a horizontal line. To the right of the signature, the initials 'A.M.' are written in blue ink.

Date 27 December 2022