

MEMORANDUM OF UNDERSTANDING

Avalon Care Center – Pullman and SEIU Local 775 agree to increase the Avalon Pullman wage scales for the 2022 and 2023 contract years. This wage scale below will replace the 2022 and 2023 wage scales attached to the current CBA. These increases will go into effect with the pay period beginning October 9, 2022. 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. Some minor revisions of the CBA will be required to reflect these changes. Non Certified Nurse Assistants cannot be employed longer than 120 days and therefore only have a hiring rate.

Classification Grade	Hire Rate	1 Yr. Annv.	2 Yr. Annv.	3 Yr. Annv.	4 Yr. Annv.	5 Yr. Annv.	6 Yr. Annv.	7 Yr. Annv.	8 Yr. Annv.	9 Yr. Annv.	10 Yr. Annv.	11 Yr. Annv.	12 Yr. Annv.	13 Yr. Annv.	14 Yr. Annv.	15 Yr. Annv.	16 Yr. Annv.	17 Yr. Annv.	18 Yr. Annv.	19 Yr. Annv.	20 Yr. Annv.
Nursing Assistant (Certified)	\$ 20.00	\$ 20.25	\$ 20.50	\$ 20.75	\$ 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: Designated Representative

Its: CBER Specialist

02/17/2023

2/17/2023

Date

Date