

# Memorandum of Understanding

## SEIU 775 & Caldera Care at Aldercrest, Fir Lane and North Auburn

SEIU 775 (the Union) and Caldera Care at Aldercrest, Fir Lane and North Auburn (the Employer), per the parties 2021-2023 Collective Bargaining Agreement, specifically *Article 28: Term of Agreement* agree to the following:

- 1) CNAs and NARs will be placed on the following wage scale:

<i>Aldercrest</i>											
<u>Position</u>	<u>New</u>	<u>1yr</u>	<u>2yr</u>	<u>3yr</u>	<u>4yr</u>	<u>5yr</u>	<u>6yr</u>	<u>7yr</u>	<u>8yr</u>	<u>9yr</u>	<u>10+yr</u>
NAR	\$ 20.50										
CNA	\$ 21.50	\$ 22.00	\$ 22.50	\$ 23.00	\$ 23.50	\$ 24.00	\$ 24.50	\$ 25.00	\$ 25.50	\$ 26.00	\$ 26.50
<i>North Auburn</i>											
<u>Position</u>	<u>New</u>	<u>1yr</u>	<u>2yr</u>	<u>3yr</u>	<u>4yr</u>	<u>5yr</u>	<u>6yr</u>	<u>7yr</u>	<u>8yr</u>	<u>9yr</u>	<u>10+yr</u>
NAR	\$ 21.00										
CNA	\$ 22.00	\$ 22.50	\$ 23.00	\$ 23.50	\$ 24.00	\$ 24.50	\$ 25.00	\$ 25.50	\$ 26.00	\$ 26.50	\$ 27.00
<i>Fir Lane</i>											
<u>Position</u>	<u>New</u>	<u>1yr</u>	<u>2yr</u>	<u>3yr</u>	<u>4yr</u>	<u>5yr</u>	<u>6yr</u>	<u>7yr</u>	<u>8yr</u>	<u>9yr</u>	<u>10+yr</u>
NAR	\$ 18.50										
CNA	\$ 20.00	\$ 20.50	\$ 21.00	\$ 21.50	\$ 22.00	\$ 22.50	\$ 23.00	\$ 23.50	\$ 24.00	\$ 24.50	\$ 25.00

- 2) Employees in all other bargaining unit classifications (see below) will receive an hourly wage increase of \$0.50 with respect to their current hourly wages.

This includes:

**Aldercrest:**

Hospitality Aides, Activities Assistants, Housekeeper/Laundry, Cooks, Kitchen/Dietary Aides, Maintenance, Central Supply and Receptionists

**North Auburn:**

Hospitality Aides, Activities Assistants, Housekeepers/Laundry, Cooks, Kitchen/Dietary Aides, Nursing Clerks

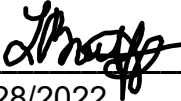
**Fir Lane:**

Hospitality Aides, Nursing Clerks, Dietary Assistants, Housekeepers/Laundry, Cooks, Activities Assistants and Maintenance Assistants.


- 3) No current employee will be paid less than a newly hired employee (hired on or after October 1, 2022) with equivalent or less experience in the same classification.

4) These wage increases will take effect for current employees retroactive to August 1, 2022.

For SEIU 775:

  
\_\_\_\_\_  
Date 10/28/2022

For Employer:

  
\_\_\_\_\_  
Date 10/28/22