

July 17, 2023

Written CBA Amendment Regarding Pay Increases

It is hereby agreed by and between NewGen Ballard (“Employer”) and SEIU 775 (“Union”) as follows:

1. The Employer and Union are parties to a Collective Bargaining Agreement (“CBA”) that expires on October 31, 2024. All CBA terms and conditions of employment continue except as changed by this written amendment executed by the parties herein consistent with CBA Article 26.
2. The Employer exercised its CBA Article 15 discretion to enhance Union member wages and then collectively bargained the Article’s January 1, 2023, wage reopener as initiated by the Union’s written notice.
3. The Employer and the Union agree to amend the current Certified Nursing Assistant (“CNA”) hiring scale. From July 16, 2023, all CNAs will be hired at the hourly pay rate corresponding to their Employer-verified years of CNA experience. Each hiring scale step refers to a CNA having at least that number of employer-verified years of CNA experience but less than the next row’s year label. For example, a CNA applying for a job with three and a half years of employer-verified CNA experience will receive an hourly pay rate of \$22.87 upon hire.

Employer Verified Years of CNA Experience	CNA Pay Rate Effective July 16, 2023
Less than 1 year	\$22.25
1 year	\$22.46
2 years	\$22.67
3 years	\$22.87
4 years	\$23.08
5 years	\$23.29
6 years	\$23.49
7 years	\$23.70
8 years	\$23.91
9 years	\$24.12
10 years	\$24.32
11 years	\$24.53
12 years	\$24.63
13 years	\$24.74
14 years	\$24.84
15 years	\$24.94
16 years	\$25.05

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17 years	\$25.15
18 years	\$25.25
19 years	\$25.36
20 years or more; Maximum Pay Rate	\$25.46

4. The Employer and the Union agree to apply the above CNA hiring scale pay rates to the actual hours worked by each CNA employee retroactively from January 1, 2023. As such, the Employer will place each currently employed CNA on the hiring scale consistent with the process described in #3 above. Each CNA's corresponding hourly pay rate will then be applied retroactively to their actual hours worked as a CNA since the facility's 7 a.m. day shift on January 1, 2023. CNAs whom the Facility no longer employs as of July 17, 2023, are ineligible for this additional compensation.
5. Going forward from July 16, 2023, through the duration of the CBA, the Employer agrees to move employed CNAs to the hiring scale's next step after each subsequent anniversary of the CNA's Facility employment date. The CNA's new pay rate will be effective from the first day of the following semi-monthly pay period. For example, a CNA with nine years of employer-verified experience hired on July 2, 2023, will earn \$24.32 for each regular work hour worked beginning from 7 a.m. on July 16, 2023.
6. The Employer and the Union agree to amend the non-nursing hiring scale. From July 16, 2023, these union members will receive the following hourly pay rates per their classification. Also, the Employer will retroactively apply the hiring scale pay rates from 7 a.m. January 1, 2023, for the actual hours worked by each eligible union member employed by the facility as of July 16, 2023. Non-nursing classification workers whom the Facility no longer employs as of July 17, 2023, are ineligible for this additional compensation.

Classification	Pay Rate Effective July 16, 2023
Activities Assistants	\$21.22
Smoking Aides	\$20.18
Nursing Assistants Registered (NAR)	\$20.70
Maximum Pay Rate	\$21.72

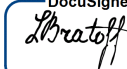
7. In return for implementing the above-written amendment changes to the CBA per Article 26, the Union unconditionally withdraws with prejudice any Unfair Labor Practice charge filed with the NLRB, grievance filed per CBA Article 22, or other allegation against the Employer regarding employee compensation through July 17, 2023.

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8. The Employer and the Union execute this written amendment to their CBA effective July 17, 2023.

For Union:

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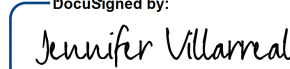
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Lora Bratoff

Date 7/17/2023

For Employer:

DocuSigned by:



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Jennifer Villarreal

Date 7/17/2023