

**Memorandum of Agreement between
SEIU, Local 775 and Prestige Care
Camas, Kittitas, Richland, Sunnyside, and Toppenish**

The Parties, the Service Employee International Union, Local 775 (SEIU) and the Prestige Care, enter into the following agreement amending the Collective Bargaining Agreement between SEIU775 and Prestige at Camas Care Center, Kittitas Care Center, Richland Care Center and Assisted Living, Sunnyside Care Center and Toppenish Care Center.

Effective on the first full pay period on or following August 1, 2023, the hiring scale included in the 2022-2024 Collective Bargaining Agreement will be replaced with the following scale.

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)	\$ 20.50	\$ 20.81	\$ 21.12	\$ 21.44	\$ 21.76	\$ 22.08	\$ 22.42	\$ 22.75	\$ 23.09	\$ 23.44	\$ 23.79	\$ 24.15	\$ 24.51	\$ 24.88	\$ 25.25	\$ 25.63
Personal Care Assistant (PCA)*	\$ 18.96	\$ 19.25	\$ 19.54	\$ 19.83	\$ 20.13	\$ 20.43	\$ 20.73	\$ 21.05	\$ 21.36	\$ 21.68	\$ 22.01	\$ 22.34	\$ 22.67	\$ 23.01	\$ 23.36	\$ 23.71
Activities Assistant	\$ 16.66	\$ 16.91	\$ 17.16	\$ 17.42	\$ 17.68	\$ 17.94	\$ 18.21	\$ 18.49	\$ 18.76	\$ 19.04	\$ 19.33	\$ 19.62	\$ 19.91	\$ 20.21	\$ 20.52	\$ 20.82
Maintenance Assistant/Aide*	\$ 17.17	\$ 17.43	\$ 17.69	\$ 17.95	\$ 18.22	\$ 18.50	\$ 18.77	\$ 19.05	\$ 19.34	\$ 19.63	\$ 19.93	\$ 20.22	\$ 20.53	\$ 20.84	\$ 21.15	\$ 21.46
Cook	\$ 17.68	\$ 17.95	\$ 18.22	\$ 18.49	\$ 18.77	\$ 19.05	\$ 19.33	\$ 19.62	\$ 19.92	\$ 20.22	\$ 20.52	\$ 20.83	\$ 21.14	\$ 21.46	\$ 21.78	\$ 22.11
Dietary Aide/Dishwasher	\$ 16.66	\$ 16.91	\$ 17.16	\$ 17.42	\$ 17.68	\$ 17.94	\$ 18.21	\$ 18.49	\$ 18.76	\$ 19.04	\$ 19.33	\$ 19.62	\$ 19.91	\$ 20.21	\$ 20.52	\$ 20.82
Housekeeper/Laundry Aide	\$ 16.66	\$ 16.91	\$ 17.16	\$ 17.42	\$ 17.68	\$ 17.94	\$ 18.21	\$ 18.49	\$ 18.76	\$ 19.04	\$ 19.33	\$ 19.62	\$ 19.91	\$ 20.21	\$ 20.52	\$ 20.82
Resorative Aide/Shower Aide	\$ 20.75	\$ 21.06	\$ 21.37	\$ 21.69	\$ 22.01	\$ 22.33	\$ 22.67	\$ 23.00	\$ 23.34	\$ 23.69	\$ 24.04	\$ 24.40	\$ 24.76	\$ 25.13	\$ 25.50	\$ 25.88
Social Services Assistant/Medical Records Assistant*	\$ 16.66	\$ 16.91	\$ 17.16	\$ 17.42	\$ 17.68	\$ 17.94	\$ 18.21	\$ 18.49	\$ 18.76	\$ 19.04	\$ 19.33	\$ 19.62	\$ 19.91	\$ 20.21	\$ 20.52	\$ 20.82
Transportation Aide (Van Driver)*	\$ 16.66	\$ 16.91	\$ 17.16	\$ 17.42	\$ 17.68	\$ 17.94	\$ 18.21	\$ 18.49	\$ 18.76	\$ 19.04	\$ 19.33	\$ 19.62	\$ 19.91	\$ 20.21	\$ 20.52	\$ 20.82
Licensed Practical Nurse*	\$ 32.80	\$ 33.46	\$ 34.13	\$ 34.81	\$ 35.50	\$ 36.21	\$ 36.94	\$ 37.68	\$ 38.43	\$ 39.20	\$ 39.98	\$ 40.78	\$ 41.60	\$ 42.43	\$ 43.28	\$ 44.14
Registered Nurse*	\$ 39.98	\$ 40.77	\$ 41.59	\$ 42.42	\$ 43.27	\$ 44.14	\$ 45.02	\$ 45.92	\$ 46.84	\$ 47.77	\$ 48.73	\$ 49.70	\$ 50.70	\$ 51.71	\$ 52.75	\$ 53.80
Hospitality Aide	\$ 16.40	\$ 16.65	\$ 16.90	\$ 17.15	\$ 17.41	\$ 17.67	\$ 17.93	\$ 18.20	\$ 18.47	\$ 18.75	\$ 19.03	\$ 19.32	\$ 19.61	\$ 19.90	\$ 20.20	\$ 20.50
Nursing Assistance Registered (NAR)*	\$ 18.45															

Effective retroactive to the first full pay period in August 2023, each bargaining unit employee shall be placed on the new scale according to their current step placement and will receive their step increase.

All bargaining unit members whose rates are at the top of or above their respective scale shall receive an increase of 3.5% effective August 1, 2023.

Following the signing of this Agreement, the Employer will generate a list of proposed step placements for all Employees covered under this Agreement and will share this list securely with the Union. The Union will be provided with an opportunity to discuss the proposed step placement, though any wage modification will occur at the Employer's discretion following the discussing with the Union, if requested.

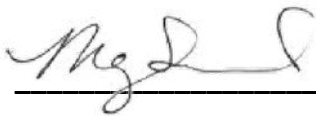
Within 30 days of the increase, as it appears on employee paychecks/stubs, Employees who believe they should be placed at a step inconsistent with their experience and/or longevity may bring this to the attention of their facility leadership, at which time a review of their placement will be conducted within fifteen (15) calendar days, and adjustments made if deemed

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necessary. The Union will be notified of each step review request and will be given the opportunity to discuss.

The parties agree that any other Prestige Center currently in the process of Union Organization to be represented by SEIU775 will not be folded into the scale until such time the parties have the opportunity to bargain, as applicable.

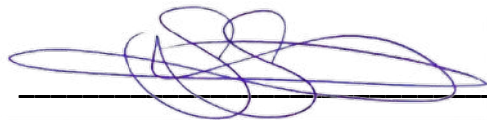
For the Employer:



Date:

10/16/2023

For the Union:



Date:

16 October 2023

*Richland only

→ Personal Care Assistants

*Camas only

→ Maintenance Assistant/Aide

*Sunnyside only

→ Transportation, LPNs, and RNs

*Camas and Sunnyside

→ Social Services