

Memorandum of Understanding

SEIU 775 & Evergreen at Missoula Health and Rehabilitation

Definition of Parties:

Evergreen – “Employer”

EmpRes – “Former Employer”

Union – “SEIU775”

Collectively – “The Parties”

Background

EmpRes at Missoula Health and Rehabilitation was the previous owner the skilled nursing and rehabilitation facility located at 3018 Rattlesnake Drive, Missoula, MT 59802, and there existed a Collective Bargaining Agreement (CBA) between the Union and the Former Employer, June 30, 2021-June 30, 2023, which outlines terms and conditions of employment for unionized employees of the business. The business known as EmpRes at Missoula Health and Rehabilitation has been sold to Evergreen, herein referred to as “Employer”, effective July 1, 2023. The Union, herein referred to as “Union” acknowledges the change in ownership and its potential impact on the rights and benefits of its members.

Terms and Conditions

Recognition of Existing CBA

The Employer acknowledges and agrees to recognize the terms and conditions outlined in the existing CBA between the Union and the Former Employer as binding and applicable to all unionized employees who were previously covered by said agreement.

No Interruption in Employee Rights

The Employer commits to honoring and maintaining the employment rights, benefits, and conditions established under the existing CBA, including but not limited to wage rates, hours of work, leave policies, reporting procedures of employee rosters & dues reports, and grievance procedures.

CBA Term

The Parties agree to extend the Agreement through September 30, 2024.

The provisions of the aforementioned CBA will remain in effect until the expiration date as amended in this MoU, unless otherwise mutually agreed upon by the Union and the Employer through future negotiations.

This Memorandum of Understanding signifies the mutual understanding and commitment between the Union and the Employer to maintain the terms and conditions of the existing CBA following the sale of the business.

Union Representative



Employer Representative



Date: 16 January 2024

Date: 1/22/24