

Memorandum of Understanding

SEIU 775 & Evergreen at Washington Centers

Definition of Parties:

Evergreen – “Employer”

EmpRes – “Former Employer”

SEIU 775 – “Union”

Collectively – “The Parties”

Background

EmpRes at the following Centers (facilities) was the previous owner of, and there existed a Collective Bargaining Agreement (CBA) between the Union and the Former Employer, August 15, 2022 to September 30, 2024, which outlines terms and conditions of employment for unionized employees of the business.

- North Cascades located at 4680 Cordata Parkway, Bellingham WA98226
- Enumclaw Health and Rehabilitation located at 2323 Jensen St, Enumclaw WA 98022
- Shelton Health and Rehabilitation located at 153 Johns Court, Shelton WA 98584
- Americana Health and Rehabilitation located at 917 7th Ave, Longview WA 98632
- Frontier Rehabilitation and Extended Care Center located at 1500 4rd Ave, Longview WA 98632

The business known as EmpRes at the aforementioned facilities have 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 provisions of the aforementioned CBA will remain in effect until the expiration date, September 30, 2024, 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: 1/23/24