

**Memorandum of Agreement between
SEIU, Local 775 and Evergreen at
Washington Centers**

The Parties, the Service Employee International Union, Local 775 (SEIU) and the Evergreen at North Cascades, Enumclaw Health and Rehabilitation, Shelton Health and Rehabilitation, Americana Health and Rehabilitation and Frontier Rehabilitation and Extended Care, enter into the following agreement amending Wage Scale in Appendix A of the Parties Collective Bargaining Agreement.

Effective February 1, 2024, the wage scales included in the 2022-2024 Collective Bargaining Agreement will be replaced with the scales attached hereto.

Current bargaining unit members whose longevity (defined as service) at the Center is more than ten years will be placed at Step 10 or receive a 2.5% increase to their base wage rate, whichever is greater.

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

For the Employer:

Cindy Couer

Date:

1/23/2024

For the Union:

[Signature]

Date:

23 January 2024

Judy Staudt [Signature]
Diana Kitcher [Signature]
Angela Edwards Swann O'good
Natalliana Manda Pittman

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Wage Scale at Bellingham, Enumclaw, and Shelton

Classification	Hire Rate	6 Mon	1 Yr	1.5 Yrs	2 Yrs	3 Yrs	4 Yrs	5 Yrs	6 Yrs	7 Yrs	8 Yrs	9 Yrs	10 Yrs
CNAs/NACs	\$22.50	\$ 22.78	\$ 23.07	\$ 23.35	\$ 23.65	\$ 24.18	\$ 24.72	\$ 25.28	\$ 25.85	\$ 26.55	\$ 27.26	\$ 28.00	\$ 28.75
NARs	\$21.00	\$ 21.26	\$ 21.53	\$ 21.80	\$ 22.07								
Restorative Aide/Shower Aide (diff)	\$23.45	\$ 23.74	\$ 24.04	\$ 24.34	\$ 24.64	\$ 25.20	\$ 25.77	\$ 26.35	\$ 26.94	\$ 27.67	\$ 28.41	\$ 29.18	\$ 29.97
Hospitality Aide	\$19.00	\$ 19.29	\$ 19.57	\$ 19.87	\$ 20.17	\$ 20.77	\$ 21.39	\$ 22.04	\$ 22.70	\$ 23.38	\$ 24.08	\$ 24.80	\$ 25.55
Cook	\$21.00	\$ 21.32	\$ 21.63	\$ 21.96	\$ 22.29	\$ 22.96	\$ 23.65	\$ 24.36	\$ 25.09	\$ 25.84	\$ 26.61	\$ 27.41	\$ 28.23
Dietary Aide	\$19.00	\$ 19.29	\$ 19.57	\$ 19.87	\$ 20.17	\$ 20.77	\$ 21.39	\$ 22.04	\$ 22.70	\$ 23.38	\$ 24.08	\$ 24.80	\$ 25.55
Maintenance Asst.	\$19.00	\$ 19.29	\$ 19.57	\$ 19.87	\$ 20.17	\$ 20.77	\$ 21.39	\$ 22.04	\$ 22.70	\$ 23.38	\$ 24.08	\$ 24.80	\$ 25.55
Central Supply Clerk	\$22.75	\$ 23.09	\$ 23.44	\$ 23.79	\$ 24.15	\$ 24.87	\$ 25.62	\$ 26.39	\$ 27.18	\$ 27.99	\$ 28.83	\$ 29.70	\$ 30.59
Staffing Coordinator	\$22.75	\$ 23.09	\$ 23.44	\$ 23.79	\$ 24.15	\$ 24.87	\$ 25.62	\$ 26.39	\$ 27.18	\$ 27.99	\$ 28.83	\$ 29.70	\$ 30.59
Activities Asst.	\$19.00	\$ 19.29	\$ 19.57	\$ 19.87	\$ 20.17	\$ 20.77	\$ 21.39	\$ 22.04	\$ 22.70	\$ 23.38	\$ 24.08	\$ 24.80	\$ 25.55
Social Services Asst.	\$19.00	\$ 19.29	\$ 19.57	\$ 19.87	\$ 20.17	\$ 20.77	\$ 21.39	\$ 22.04	\$ 22.70	\$ 23.38	\$ 24.08	\$ 24.80	\$ 25.55
Transport Driver	\$19.00	\$ 19.29	\$ 19.57	\$ 19.87	\$ 20.17	\$ 20.77	\$ 21.39	\$ 22.04	\$ 22.70	\$ 23.38	\$ 24.08	\$ 24.80	\$ 25.55
Housekeeping/laundry	\$19.00	\$ 19.29	\$ 19.57	\$ 19.87	\$ 20.17	\$ 20.77	\$ 21.39	\$ 22.04	\$ 22.70	\$ 23.38	\$ 24.08	\$ 24.80	\$ 25.55
LPN - Enumclaw	\$35.00	\$ 35.44	\$ 35.88	\$ 36.33	\$ 36.78	\$ 37.52	\$ 38.27	\$ 39.03	\$ 39.82	\$ 40.81	\$ 41.83	\$ 42.88	\$ 43.95

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Wage Scale at Americana and Frontier

Classification	Hire Rate	6 Mon	1 Yr	1.5 Yrs	2 Yrs	3 Yrs	4 Yrs	5 Yrs	6 Yrs	7 Yrs	8 Yrs	9 Yrs	10 Yrs
CNAs/MACs	\$ 22.00	\$ 22.28	\$ 22.55	\$ 22.84	\$ 23.12	\$ 23.70	\$ 24.29	\$ 24.90	\$ 25.52	\$ 26.22	\$ 26.94	\$ 27.68	\$ 28.45
NARS	\$ 21.00	\$ 21.26	\$ 21.53	\$ 21.80	\$ 22.07								
Restorative Aide/Shower Aide (dif)	\$ 23.20	\$ 23.49	\$ 23.78	\$ 24.08	\$ 24.38	\$ 24.99	\$ 25.62	\$ 26.26	\$ 26.91	\$ 27.65	\$ 28.41	\$ 29.20	\$ 30.00
Hospitality Aide	\$ 19.00	\$ 19.29	\$ 19.57	\$ 19.87	\$ 20.17	\$ 20.77	\$ 21.39	\$ 22.04	\$ 22.70	\$ 23.38	\$ 24.08	\$ 24.80	\$ 25.55
Cook	\$ 21.00	\$ 21.32	\$ 21.63	\$ 21.96	\$ 22.29	\$ 22.96	\$ 23.65	\$ 24.36	\$ 25.09	\$ 25.84	\$ 26.61	\$ 27.41	\$ 28.23
Dietary Aide	\$ 19.00	\$ 19.29	\$ 19.57	\$ 19.87	\$ 20.17	\$ 20.77	\$ 21.39	\$ 22.04	\$ 22.70	\$ 23.38	\$ 24.08	\$ 24.80	\$ 25.55
Maintenance Asst.	\$ 19.00	\$ 19.29	\$ 19.57	\$ 19.87	\$ 20.17	\$ 20.77	\$ 21.39	\$ 22.04	\$ 22.70	\$ 23.38	\$ 24.08	\$ 24.80	\$ 25.55
Central Supply Clerk	\$ 22.50	\$ 22.84	\$ 23.18	\$ 23.53	\$ 23.88	\$ 24.60	\$ 25.34	\$ 26.10	\$ 26.88	\$ 27.68	\$ 28.51	\$ 29.37	\$ 30.25
Staffing Coordinator	\$ 22.50	\$ 22.84	\$ 23.18	\$ 23.53	\$ 23.88	\$ 24.60	\$ 25.34	\$ 26.10	\$ 26.88	\$ 27.68	\$ 28.51	\$ 29.37	\$ 30.25
Activities Asst.	\$ 19.00	\$ 19.29	\$ 19.57	\$ 19.87	\$ 20.17	\$ 20.77	\$ 21.39	\$ 22.04	\$ 22.70	\$ 23.38	\$ 24.08	\$ 24.80	\$ 25.55
Social Services Asst.	\$ 19.00	\$ 19.29	\$ 19.57	\$ 19.87	\$ 20.17	\$ 20.77	\$ 21.39	\$ 22.04	\$ 22.70	\$ 23.38	\$ 24.08	\$ 24.80	\$ 25.55
Transport Driver	\$ 19.00	\$ 19.29	\$ 19.57	\$ 19.87	\$ 20.17	\$ 20.77	\$ 21.39	\$ 22.04	\$ 22.70	\$ 23.38	\$ 24.08	\$ 24.80	\$ 25.55
Housekeeping/Laundry	\$ 19.00	\$ 19.29	\$ 19.57	\$ 19.87	\$ 20.17	\$ 20.77	\$ 21.39	\$ 22.04	\$ 22.70	\$ 23.38	\$ 24.08	\$ 24.80	\$ 25.55
LPN - Frontier	\$ 32.50	\$ 33.07	\$ 33.65	\$ 34.24	\$ 34.84	\$ 35.62	\$ 36.42	\$ 37.24	\$ 38.08	\$ 39.03	\$ 40.01	\$ 41.01	\$ 42.03
RN - Frontier	\$ 38.00	\$ 38.67	\$ 39.34	\$ 40.03	\$ 40.73	\$ 41.65	\$ 42.58	\$ 43.54	\$ 44.52	\$ 45.64	\$ 46.78	\$ 47.95	\$ 49.14