

**Memorandum of Agreement between
SEIU, Local 775 and Evergreen at
Missoula Health and Rehabilitation**

The Parties, the Service Employee International Union, Local 775 (SEIU) and Evergreen at Missoula Health and Rehabilitation, enter into the following agreement amending Wage Scale in Appendix A of the Parties Collective Bargaining Agreement.

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

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:



Date:

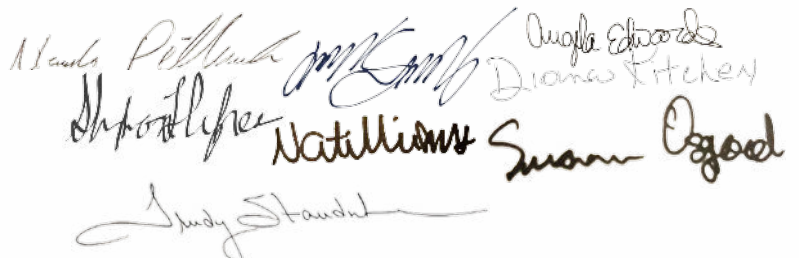
1/23/2024

For the Union:



Date:

23 January 2024



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Wage Scale

Classification	Hire Rate	6mo.	1 Yr Anv.	1.5 Yr Anv.	2 Yr Anv.	3 Yr Anv.	4 Yr Anv.	5 Yr Anv.	6 Yr Anv.	7 Yr Anv.	8 Yr Anv.	9 Yr Anv.	10 Yr Anv.
Cert. Nursing Aide CNA/NAC	\$17.00	\$17.26	\$17.51	\$17.78	\$18.04	\$18.54	\$19.05	\$19.57	\$20.11	\$20.66	\$21.23	\$21.82	\$22.42
Nursing Aide Registered (NAR)/Personal Care Asst. (PCA)	\$16.00	\$16.24	\$16.48	\$16.73	\$16.98	\$17.45	\$17.93	\$18.42	\$18.93	\$19.45	\$19.98	\$20.53	\$21.10
Restorative Aide/Shower Aide	\$18.00	\$18.25	\$18.52	\$18.80	\$19.08	\$19.61	\$20.15	\$20.70	\$21.27	\$21.86	\$22.46	\$23.07	\$23.71
Hospitality Aide	\$15.00	\$15.20	\$15.43	\$15.66	\$15.89	\$16.33	\$16.78	\$17.24	\$17.72	\$18.20	\$18.70	\$19.22	\$19.75
Cook	\$16.00	\$16.20	\$16.44	\$16.69	\$16.94	\$17.41	\$17.88	\$18.38	\$18.88	\$19.40	\$19.93	\$20.48	\$21.05
Dietary Aide	\$15.00	\$15.20	\$15.43	\$15.66	\$15.89	\$16.33	\$16.78	\$17.24	\$17.72	\$18.20	\$18.70	\$19.22	\$19.75
Maintenance Assistant	\$15.00	\$15.20	\$15.43	\$15.66	\$15.89	\$16.33	\$16.78	\$17.24	\$17.72	\$18.20	\$18.70	\$19.22	\$19.75
Activities Assistant	\$15.00	\$15.20	\$15.43	\$15.66	\$15.89	\$16.33	\$16.78	\$17.24	\$17.72	\$18.20	\$18.70	\$19.22	\$19.75
Transport Driver	\$15.00	\$15.20	\$15.43	\$15.66	\$15.89	\$16.33	\$16.78	\$17.24	\$17.72	\$18.20	\$18.70	\$19.22	\$19.75
Housekeeping/ Laundry Aide	\$15.00	\$15.20	\$15.43	\$15.66	\$15.89	\$16.33	\$16.78	\$17.24	\$17.72	\$18.20	\$18.70	\$19.22	\$19.75