

Memorandum of Understanding between  
SEIU 775 and Shuksan Health and Rehabilitation

Amendment to Collective Bargaining Agreement Appendix A: Wage Scales


This Memorandum of Understanding sets forth the agreement between Shuksan Healthcare and Rehabilitation, ("the Employer") and Service Employees International Union, Local 775 ("the Union") (collectively "the Parties") concerning wage increases for bargaining unit members.

The Parties agree that Appendix A included in Attachment 1 to this Memorandum of Understanding amends and replaces the current wage scales, which are set forth in Appendix A of the Parties' current Collective Bargaining Agreement for the remainder of the agreement. These wage increases will be effective beginning January 1, 2024.

For Shuksan Healthcare and  
Rehabilitation

  
\_\_\_\_\_  
Jeff Hyatt, President

For SEIU 775:

  
\_\_\_\_\_  
Lora Bratoff  
Collective Bargaining and Employer  
Relations

Date: 1/29/24  
\_\_\_\_\_

Date: 1/29/2024  
\_\_\_\_\_

**ATTACHMENT 1 to: Memorandum of Understanding between  
SEIU 775 and Shuksan Health and Rehabilitation**

**Amendment to Collective Bargaining Agreement Appendix A: Wage Scales**

**APPENDIX A: WAGE SCALES**

1. All employees covered under this agreement shall be placed on the wage scale in Appendix A based on their most recent anniversary date retroactive to January 1, 2024.
2. Additionally, as applicable, current employees and newly hired employees shall have their relevant experience recognized and shall be placed on the scale based on their previous years of experience.
3. Employees shall receive an anniversary increase to the next yearly available step on the wage scale in Appendix A on the first day of the pay period following their anniversary date.
4. CNAs whose experience exceeds the number of steps on the scale shall receive a 7.5% increase effective retroactive to January 1, 2024, and a 2% increase thereafter on the first day of the pay period following their anniversary date. All other employees in the bargaining unit, whose experience exceeds the number of steps on the scale shall receive a 4% increase retroactive to January 1, 2024, and a 2% increase thereafter on the first day of the pay period following their anniversary date.
5. No current employee will be paid less than a newly hired employee with equivalent or less experience in the same classification.
6. No employee will suffer a reduction in wages as a result of this agreement.

Classification	Hire Rate	1 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.
Certified Nursing Assistant (NAC)	\$ 22.04	\$ 22.70	\$ 23.38	\$ 23.85	\$ 24.32	\$ 24.81	\$ 25.31	\$ 25.81	\$ 26.33	\$ 26.86	\$ 27.39
Nursing Assistant Registered (NAR)	\$ 19.76										
Activities Assistant	\$ 18.72	\$ 19.28	\$ 19.86	\$ 20.26	\$ 20.66	\$ 21.08	\$ 21.50	\$ 21.93	\$ 22.37	\$ 22.81	\$ 23.27
Cook	\$ 19.76	\$ 20.35	\$ 20.96	\$ 21.38	\$ 21.81	\$ 22.25	\$ 22.69	\$ 23.15	\$ 23.61	\$ 24.08	\$ 24.56
Dietary Aide	\$ 17.68	\$ 18.21	\$ 18.76	\$ 19.13	\$ 19.51	\$ 19.90	\$ 20.30	\$ 20.71	\$ 21.12	\$ 21.55	\$ 21.98
Housekeeper	\$ 18.20	\$ 18.75	\$ 19.31	\$ 19.69	\$ 20.09	\$ 20.49	\$ 20.90	\$ 21.32	\$ 21.74	\$ 22.18	\$ 22.62
Laundry Aide	\$ 18.20	\$ 18.75	\$ 19.31	\$ 19.69	\$ 20.09	\$ 20.49	\$ 20.90	\$ 21.32	\$ 21.74	\$ 22.18	\$ 22.62