

PACS and SEIU 775

Memorandum of Understanding: Wage Adjustments Modifying Article 15 of the Parties Collective Bargaining Agreement

Purpose

This Memorandum of Understanding (MoU) is entered into between SEIU 775 (hereafter referred to as the "Union") and PACS (hereafter referred to as the "Employer") to establish a mutual agreement regarding wages and serves to modify Article 15 of the parties' collective bargaining agreement..

Facilities

- Linden SNF Healthcare, LLC, dba Linden Post Acute (Toppenish)
- Richland Community Healthcare, LLC, dba Richland Assisted Living (Richland) and Richland SNF Healthcare, LLC, dba Richland Post Acute (Richland)
- Lacamas Creek SNF Healthcare, LLC, dba Lacamas Creek Post Acute (Camas)
- Sunnyside SNF Healthcare, LLC, dba Sunnyside Healthcare Center (Sunnyside)
- Colonial Vista Post Acute, LLC, dba Colonial Vista Post Acute (Wenatchee)
- Mountain View SNF Healthcare, LLC, dba Mountain View Post Acute (Ellensburg)

Hiring Rates and Compensation

Effective the first pay period (starting on February 2, 2025) following the signing of this Agreement employees shall be placed on the attached wage scale, consistent with their current step. The parties agree to review wage placement before implementation to avoid errors.

Effective the first pay period (starting on February 2, 2025) following the signing of this Agreement, employees with more than 15 years' experience will be placed at the top of the relevant scale and then receive a 2.75% increase to their wage. For any employee whose wage is above the top step of their respective scale for their classification, the employee will receive a 2.75% increase to their wage.

Effective the first pay period (starting on February 2, 2025) following the signing of this Agreement, all new hires will be hired at the step on the scale consistent with their experience, according to the parties' Collective Bargaining Agreement.

. When PACS acquired the facilities covered by this Agreement, the parties agreed that employees would move to the next step on the scales in place at that time effective August 1, 2024. If an employee is not currently paid at the appropriate rate for that step, that will be corrected via the process described herein. Assume, for example, that an employee should have been placed at Step 6 of the current scale effective August 1, 2024, but is instead being paid above (or below) that step rate. When this Agreement is implemented, that employee will be placed at Step 6 of the new scale described herein.

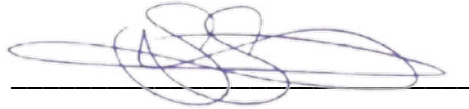
It is understood that there are no additional wage increases due during the term of this Agreement other than what is described herein.

For the Employer:

Rick Albert

Date: 01/23/25

For the Union:



Date: 23 January 2025

ALL FACILITIES (except LaCamas) Effective February 2, 2025

Classification	Hire rate	1 Year	2 Year	3 Year	4 Year	5 Year	6 Year	7 Year	8 Year	9 Year	10 Year	11 Year	12 Year	13 Year	14 Year	15 Year
Certified Nursing Assitants (CNA)	\$ 22.50	\$ 22.84	\$ 23.18	\$ 23.53	\$ 23.88	\$ 24.24	\$ 24.60	\$ 24.97	\$ 25.35	\$ 25.73	\$ 26.11	\$ 26.50	\$ 26.90	\$ 27.30	\$ 27.71	\$ 28.13
Personal Care Assistant (PCA) (Richland only)	\$ 21.00	\$ 21.32	\$ 21.63	\$ 21.96	\$ 22.29	\$ 22.62	\$ 22.96	\$ 23.31	\$ 23.66	\$ 24.01	\$ 24.37	\$ 24.74	\$ 25.11	\$ 25.48	\$ 25.87	\$ 26.25
Activities Assistant	\$ 17.75	\$ 18.02	\$ 18.29	\$ 18.56	\$ 18.84	\$ 19.12	\$ 19.41	\$ 19.70	\$ 20.00	\$ 20.30	\$ 20.60	\$ 20.91	\$ 21.22	\$ 21.54	\$ 21.86	\$ 22.19
Cook	\$ 18.75	\$ 19.03	\$ 19.32	\$ 19.61	\$ 19.90	\$ 20.20	\$ 20.50	\$ 20.81	\$ 21.12	\$ 21.44	\$ 21.76	\$ 22.09	\$ 22.42	\$ 22.75	\$ 23.10	\$ 23.44
Dietary Aide/Dishwasher	\$ 17.75	\$ 18.02	\$ 18.29	\$ 18.56	\$ 18.84	\$ 19.12	\$ 19.41	\$ 19.70	\$ 20.00	\$ 20.30	\$ 20.60	\$ 20.91	\$ 21.22	\$ 21.54	\$ 21.86	\$ 22.19
Housekeeper/Laundry Aide	\$ 17.75	\$ 18.02	\$ 18.29	\$ 18.56	\$ 18.84	\$ 19.12	\$ 19.41	\$ 19.70	\$ 20.00	\$ 20.30	\$ 20.60	\$ 20.91	\$ 21.22	\$ 21.54	\$ 21.86	\$ 22.19
Resorative Aide/Shower Aide	\$ 22.75	\$ 23.09	\$ 23.43	\$ 23.78	\$ 24.13	\$ 24.49	\$ 24.85	\$ 25.22	\$ 25.60	\$ 25.98	\$ 26.36	\$ 26.75	\$ 27.15	\$ 27.55	\$ 27.96	\$ 28.38
Social Services Assistant/Medical Records Assistant*	\$ 17.75	\$ 18.02	\$ 18.29	\$ 18.56	\$ 18.84	\$ 19.12	\$ 19.41	\$ 19.70	\$ 20.00	\$ 20.30	\$ 20.60	\$ 20.91	\$ 21.22	\$ 21.54	\$ 21.86	\$ 22.19
Transportation Aide (Van Driver) (Sunnyside only)	\$ 17.75	\$ 18.02	\$ 18.29	\$ 18.56	\$ 18.84	\$ 19.12	\$ 19.41	\$ 19.70	\$ 20.00	\$ 20.30	\$ 20.60	\$ 20.91	\$ 21.22	\$ 21.54	\$ 21.86	\$ 22.19
Licensed Practical Nurse (Sunnyside only)	\$ 34.50	\$ 35.19	\$ 35.89	\$ 36.61	\$ 37.34	\$ 38.09	\$ 38.85	\$ 39.63	\$ 40.42	\$ 41.23	\$ 42.06	\$ 42.90	\$ 43.75	\$ 44.63	\$ 45.52	\$ 46.43
Registered Nurse (Sunnyside only)	\$ 41.95	\$ 42.79	\$ 43.64	\$ 44.52	\$ 45.41	\$ 46.32	\$ 47.24	\$ 48.19	\$ 49.15	\$ 50.13	\$ 51.14	\$ 52.16	\$ 53.20	\$ 54.27	\$ 55.35	\$ 56.46
Hospitality Aide	\$ 17.45	\$ 17.71	\$ 17.98	\$ 18.25	\$ 18.52	\$ 18.80	\$ 19.08	\$ 19.37	\$ 19.66	\$ 19.95	\$ 20.25	\$ 20.56	\$ 20.86	\$ 21.18	\$ 21.49	\$ 21.82
Nursing Assistance Registered (NAR)*	\$ 20.35															

LaCamas Effective February 2, 2025

Classification	Hire rate	1 Year	2 Year	3 Year	4 Year	5 Year	6 Year	7 Year	8 Year	9 Year	10 Year	11 Year	12 Year	13 Year	14 Year	15 Year
Certified Nursing Assitants (CNA)	\$ 23.35	\$ 23.70	\$ 24.06	\$ 24.42	\$ 24.78	\$ 25.15	\$ 25.53	\$ 25.91	\$ 26.30	\$ 26.70	\$ 27.10	\$ 27.51	\$ 27.92	\$ 28.34	\$ 28.76	\$ 29.19
Activities Assistant	\$ 18.00	\$ 18.27	\$ 18.54	\$ 18.82	\$ 19.10	\$ 19.39	\$ 19.68	\$ 19.98	\$ 20.28	\$ 20.58	\$ 20.89	\$ 21.20	\$ 21.52	\$ 21.84	\$ 22.17	\$ 22.50
Maintenance Assistant/Aide (Lacamas only)	\$ 18.50	\$ 18.78	\$ 19.06	\$ 19.35	\$ 19.64	\$ 19.93	\$ 20.23	\$ 20.53	\$ 20.84	\$ 21.15	\$ 21.47	\$ 21.79	\$ 22.12	\$ 22.45	\$ 22.79	\$ 23.13
Cook	\$ 19.00	\$ 19.29	\$ 19.57	\$ 19.87	\$ 20.17	\$ 20.47	\$ 20.78	\$ 21.09	\$ 21.40	\$ 21.72	\$ 22.05	\$ 22.38	\$ 22.72	\$ 23.06	\$ 23.40	\$ 23.75
Dietary Aide/Dishwasher	\$ 18.00	\$ 18.27	\$ 18.54	\$ 18.82	\$ 19.10	\$ 19.39	\$ 19.68	\$ 19.98	\$ 20.28	\$ 20.58	\$ 20.89	\$ 21.20	\$ 21.52	\$ 21.84	\$ 22.17	\$ 22.50
Housekeeper/Laundry Aide	\$ 18.00	\$ 18.27	\$ 18.54	\$ 18.82	\$ 19.10	\$ 19.39	\$ 19.68	\$ 19.98	\$ 20.28	\$ 20.58	\$ 20.89	\$ 21.20	\$ 21.52	\$ 21.84	\$ 22.17	\$ 22.50
Resorative Aide/Shower Aide	\$ 23.60	\$ 23.95	\$ 24.31	\$ 24.67	\$ 25.03	\$ 25.40	\$ 25.78	\$ 26.16	\$ 26.55	\$ 26.95	\$ 27.35	\$ 27.76	\$ 28.17	\$ 28.59	\$ 29.01	\$ 29.44
Social Services Assistant/Medical Records Assistant*	\$ 18.00	\$ 18.27	\$ 18.54	\$ 18.82	\$ 19.10	\$ 19.39	\$ 19.68	\$ 19.98	\$ 20.28	\$ 20.58	\$ 20.89	\$ 21.20	\$ 21.52	\$ 21.84	\$ 22.17	\$ 22.50
Nursing Assistance Registered (NAR)*	\$ 21.35															
Hospitality Aide	\$ 17.75	\$ 18.02	\$ 18.29	\$ 18.56	\$ 18.84	\$ 19.12	\$ 19.41	\$ 19.70	\$ 20.00	\$ 20.30	\$ 20.60	\$ 20.91	\$ 21.22	\$ 21.54	\$ 21.86	\$ 22.19

PACS Wages MoU 2025 01 22 FINAL

Final Audit Report

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