

MEMORANDUM OF UNDERSTANDING
Between Catholic Community Services and SEIU 775

This Memorandum of Understanding ("MOU") is entered into by and between **Catholic Community Services** ("Employer") and **SEIU 775** ("Union"), collectively referred to as "the Parties."

Purpose

The Parties are currently engaged in negotiations for a successor Collective Bargaining Agreement following the expiration of the current agreement on **June 30, 2025**. As bargaining continues beyond that date, and in recognition of the increased state funding for wages and benefits effective **July 1, 2025**, the Parties agree to enter into this MOU.

This agreement is intended to (1) ensure that workers covered by the Agreement receive timely access to wage increases while minimizing retroactive pay adjustments, (2) address the hiring and retention disadvantage faced by union agency employers compared to CDWA and non-union agencies that implement wage increases on July 1, and (3) support a smooth transition into the new biennium while negotiations continue.

1. Wages


Effective **July 1, 2025**, the Employer shall implement the wage increases outlined in **Appendix A**. All bargaining unit employees shall be placed on the wage scale based on their cumulative career hours (CCH) as of July 1, 2025.

If the updated wage rates are not implemented on July 1, the Employer shall provide retroactive pay for all hours worked on or after July 1, 2025, at the applicable new wage rate.


2. Ongoing Commitment to Bargaining

The Parties affirm their shared intent to complete negotiations for a full successor Agreement as soon as practicable. This MOU is intended to provide immediate implementation of key economic provisions while full contract negotiations continue in good faith.

FOR THE EMPLOYER

Name: Peter Jagyal
Title: LTC Director
Date: 6/27/25
Signature: 

FOR SEIU 775

Name: Kim Lowe
Title: CBER Specialist
Date: 6/27/2025
Signature: 

Appendix A

<u>CCH</u>	<u>Base</u>	<u>Certified</u>
0-2000	\$ 23.09	\$ 23.34
2001-4000	\$ 23.16	\$ 23.41
4001-6000	\$ 23.27	\$ 23.52
6001-8000	\$ 23.37	\$ 23.62
8001-10,000	\$ 23.48	\$ 23.73
10,001-12,000	\$ 23.60	\$ 23.85
12,001-14,000	\$ 23.92	\$ 24.17
14,001-16,000	\$ 24.69	\$ 24.94
16,001-20,000	\$ 24.97	\$ 25.22
20,001-24,000	\$ 25.31	\$ 25.56
24,000+	\$ 25.57	\$ 25.82