

MEMORANDUM OF UNDERSTANDING
Between First Choice In-Home Care and SEIU 775

This Memorandum of Understanding (“MOU”) is entered into by and between **First Choice In-Home Care** (“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 Collective Bargaining Agreement on **June 30, 2025** and have a Contract Extension Agreement in place. As bargaining continues, 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 MOU is intended to (1) ensure that workers covered by the current Collective Bargaining 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 the attached **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 once the successor Collective Bargaining Agreement is ratified.

2. Health Benefits, Training Partnership, and Retirement Trust Contributions

During the contract extension period, the Employer shall continue participation in and make contributions as required to the SEIU 775 Benefit Trusts as follows:

- **Health Benefits Trust**

The Employer shall continue contributing at the current rate of five dollars and twenty-two cents (\$5.22) per Employer-paid hour worked to the SEIU 775 Healthcare NW Health Benefits Trust.

- **Training Partnership**

The Employer shall continue contributing at the current rate of fifty and one half cents (\$0.505) per Employer-paid hour worked to the SEIU 775 Benefits Group Training Partnership.

- **Retirement Trust**

The Employer shall continue contributions to the SEIU 775 Secure Retirement Trust as follows:

- (i) \$1.20 per Employer-paid hour worked by all home care workers with 6,001 or more cumulative career hours, (ii) \$0.80 per Employer-paid hour worked by all home care workers with 701 up to but not including 6,001 cumulative career hours, and
- (iii) \$0.50 per Employer-paid hour worked by all home care workers with fewer than 701 cumulative career hours.

4. Term of MOU

This MOU shall remain in effect until a successor Collective Bargaining Agreement is ratified. The Parties may mutually agree in writing to extend the term of this MOU if necessary.

5. Ongoing Commitment to Bargaining

The Parties affirm their shared intent to complete negotiations for a full successor Collective Bargaining 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: <u>Michael Howard</u> Title: <u>Executive Director</u> Date: <u>07/22/2025</u> Signature: <u></u>	FOR SEIU 775 Name: <u>Lora Bratoff</u> Title: <u>Chief Negotiator</u> Date: <u>07/21/2025</u> Signature: <u></u>
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Appendix A: Wage Scale July 1, 2025-December 31, 2025

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Cumulative Career Hours	July 1, 2025-- December 31, 2025 (Base)	July 1, 2025-- December 31, 2025 (W/HCA Dif)
0-2000	\$22.55	\$22.80
2001--4000	\$22.73	\$22.98
4001--6000	\$22.90	\$23.15
6001--8000	\$23.11	\$23.36
8001--10000	\$23.33	\$23.58
10001--12000	\$23.63	\$23.88
12001--14000	\$23.95	\$24.20
14001--16000	\$24.72	\$24.97
16001--20000	\$25.00	\$25.25
20001--24000	\$25.34	\$25.59
24001--40000	\$25.60	\$25.85
40000+	\$26.12	\$26.37