

MEMORANDUM OF UNDERSTANDING
Between All Ways Caring - Washington and SEIU 775

This Memorandum of Understanding ("MOU") is entered into by and between **All Ways Caring - Washington** ("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 **September 30, 2025**. As bargaining continues beyond that date, and in recognition of the increased state funding for wages and benefits effective **August 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 August 1, and (3) support a smooth transition into the new biennium while negotiations continue.

1. Wages

Effective **August 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 August 1, 2025.

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

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

Effective **July 1, 2025**, the Employer agrees to continue to participate fully in the Trust and continues to make the following contribution rates:

- **Health Benefits Trust**

Continue making contribution rates of **five dollars and twenty-two cents (\$5.22)** per Employer-paid hour worked by all home care workers covered by this Agreement to the SEIU 775 Benefits Group Health Benefits Trust.

- **Training Partnership**

Begin contributions to the SEIU 775 Benefits Group Training Partnership at the updated rate of **fifty and one-half cents (\$0.505)** per Employer-paid hour worked. Of this amount, **two and one-half cents (\$0.025)** may be used to support the

certification benefit and offset certification and testing costs required by the Department of Health (DOH).

- **Retirement Trust**

Continue making contributions to the SEIU 775 Secure Retirement Trust as follows:

The Employer shall contribute to the Secure Retirement Trust:

(i) **one dollar and twenty cents (\$1.20)** per Employer-paid hour worked by all home care workers covered by the Agreement with 6,001 or more cumulative career hours, (ii) **eighty cents (\$0.80)** per Employer-paid hour worked by all home care workers covered by this Agreement with 701 up to but not including 6,001 cumulative career hours, and (iii) **fifty cents (\$0.50)** per Employer-paid hour worked by all home care workers covered by this Agreement with less than 701 cumulative career hours.

3. Contract Extension

This MOU shall serve as an extension of the existing Collective Bargaining Agreement. All terms and conditions of the current Agreement shall remain in effect during the term of this MOU unless otherwise modified by mutual agreement.

4. Term of Agreement

This MOU shall remain in effect for **four (4) months from the date of signature**, or until a successor Collective Bargaining Agreement is ratified, whichever occurs first. 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 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: John Kuestler
Title: Attorney
Date: 8/18/25
Signature: [Signature]

FOR SEIU 775

Name: Kim Lowe
Title: CBER Specialist
Date: 8/18/25
Signature: [Signature]

FOR THE EMPLOYER

Name: _____

Signature: _____

Name: _____

Signature: _____

Name: _____

Signature: _____

Name: _____

Signature: _____

FOR SEIU 775

Name: Maria Imelda Salinas Gómez

Signature: Imelda Salinas

Name: Soana da canoa

Signature: Soana da canoa

Name: Sunshine Lopez

Signature: Sunshine Lopez

Name: Cynthia Ferguson

Signature: Cynthia Ferguson

Name: MARY LITTLE

Signature: Mary Little

Name: Keri Downard

Signature: Keri Downard

Name: Carlynn Banks

Signature: Carlynn Banks

Name: April Becker

Signature: April Becker

Name: Alberto Zavala Gomez

Signature: Alberto Zavala Gomez

Name: DARRYL L. JOHNSON

Signature: Darryl L. Johnson

Name: Ruby Smith

Signature: Ruby Smith

APPENDIX A – August 1, 2025 WAGE INCREASES

CCH		8/1/2025
0-2000	\$	22.52
2001-4000	\$	22.70
4001-6000	\$	22.87
6001-8000	\$	23.08
8001-10000	\$	23.30
10001-12000	\$	23.60
12001-14000	\$	23.92
14001-16000	\$	24.69
16001-20000	\$	24.97
20001-24000	\$	25.31
24001-40000	\$	25.57

Note: A \$0.25 differential will apply in addition to the above wage increases for caregivers who completed Basic Training 70 and who are HCA certified.