

MEMORANDUM OF UNDERSTANDING
Between KOREAN WOMEN'S ASSOCIATION and SEIU 775

This Memorandum of Understanding ("MOU") is entered into by and between **Korean Women's Association** ("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. The current Agreement was previously extended through August 31, 2025, by mutual agreement in a negotiated Memorandum of Understanding (MOU), which has since expired. To allow for continued good-faith negotiations and to avoid disruption of services and benefits, the Parties now agree to further extend the existing Collective Bargaining Agreement through December 31, 2025.

1. Contract Extension.

The current Collective Bargaining Agreement shall be extended through December 31, 2025. All terms and conditions of the Agreement shall remain in full force and effect during this extension period unless modified by mutual written agreement.

2. 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. The Employer shall provide retroactive pay for all hours worked on or after July 1, 2025, at the applicable new wage rate.

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

Effective July 1, 2025, the Employer agrees to continue to participate fully in the Trust and 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.

4. Commitment to Bargaining

The Parties affirm their continued commitment to bargain in good faith and reach agreement on a full successor Collective Bargaining Agreement before the expiration of this extension.

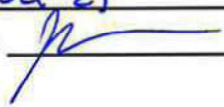
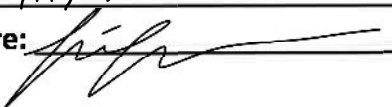
5. Term of Agreement

This MOU shall remain in effect through December 31, 2025, 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.

FOR THE EMPLOYER	FOR SEIU 775
Name: <u>Peter Ansara</u>	Name: <u>TJ Hickman</u>
Title: <u>Exec. Director</u>	Title: <u>CBER Specialist</u>
Date: <u>10/17/25</u>	Date: <u>10/17/25</u>
Signature: <u>[Signature]</u>	Signature: <u>[Signature]</u>

APPENDIX A – JULY 1, 2025 WAGE INCREASES

Cumulative Career Hours	July 1, 2025- December 31, 2025 (BASE)	July 1, 2025 - December 31, 2025 (W/HCA Dif)
0-2000	\$22.52	\$22.77
2001-4000	\$22.70	\$22.95
4001-6000	\$22.87	\$23.12
6001-8000	\$23.08	\$23.33
8001-10000	\$23.30	\$23.55
10001-12000	\$23.60	\$23.85
12001-14000	\$23.92	\$24.17
14001-16000	\$24.69	\$24.94
16001-20000	\$24.97	\$25.22
20001-24000	\$25.31	\$25.56
24001 -40000	\$25.57	\$25.82

FOR THE EMPLOYER Name: <u>Peter Asakawa</u> Title: <u>Executive Director</u> Date: <u>10/17/25</u> Signature: <u></u>	FOR SEIU 775 Name: <u>TJ Hickman</u> Title: <u>CBER Specialist</u> Date: <u>10/17/25</u> Signature: <u></u>
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