

SEIU 775 – Millenia
2025-2027 Complete CBA
Union Proposal V01
December 22nd, 2025

Time - _____

The Parties agree that the exact language from the following articles contained in the 2023-2025 Collective Bargaining Agreement be included in the 2025-2027 Collective Bargaining Agreement:

Article 1. Recognition
Article 3. Union Rights
Article 4. Equal Opportunity and Non-Discrimination
Article 5. Client Rights
Article 6. Probation
Article 7. Seniority
Article 8. Discipline and Discharge
Article 9. Grievance Procedure
Article 10. Vacancies
Article 11. Labor-Management Committee
Article 13. Pay Records and Pay Periods
Article 14. Job Descriptions and Care Plans
Article 15. Unpaid Leave
Article 16. Holidays
Article 17. Travel Provisions
Article 21. Home Care Training and Certification
Article 22. Meal and Rest Periods
Article 24. Dispatched Workers

or Millenia TH

The Union reserves the right to add to, modify or withdraw this proposal.

Tentatively Agreed To:

For the Union:



Date:

12/22/25

For the Employer:



Date:

12/22/25

SEIU 775 – Millenia
2025-2027 Complete CBA
Union Proposal V01
December 22nd, 2025

Time - _____

Article 25. Layoff and Recall

Article 26. Management Rights

Article 27. No Strike or Lockout

Article 28. Modification and Past Practice

Article 29. Savings and Separability Clause

Article 30. Successorship and Subcontracting

Article 33. No Harassment and No Retaliation

Article 34. Electronic Visit Verification

or Millenia
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Date:

12/22/25

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12/22/25

SEIU 775 – Millennia Healthcare
2025-2027 CBA
Union Proposal V03
December 22nd, 2025

Time - _____

ARTICLE 2: UNION MEMBERSHIP AND UNION SECURITY

SECTION 2.1: UNION DUES

All bargaining unit employees shall, as a condition of employment, become and remain members of the Union tendering periodic dues and fees as determined by the Union. Each new employee shall be required to become and remain a member of the Union no later than the thirtieth (30th) day of employment. Per the terms of Section 2.3 of this Article, any employee who fails to satisfy this obligation shall be discharged by the Employer, and the Employer shall provide written notice to the Union of such discharge within thirty (30) days.

The Employer agrees to distribute membership forms to new employees of the bargaining unit with basic employment paperwork, which shall be forwarded to the Union within fifteen (15) days of employment via certified/trackable mail.

SECTION 2.2: RELIGIOUS EXEMPTION

It is the intent of this Agreement that the provisions of this Article safeguard the right of employees to remain non - members based on *bona fide* religious tenets or teachings of a church or religious body of which such employee is a member. Any employee who claims a right of non-association based on *bona fide* religious tenets or teachings of a church or religious body of which such employee is a member shall provide written notice of that claim to the Union, and shall arrange with the Union to make alternative payments in lieu of the payments required for Union membership to a nonreligious charitable organization (a 501 (c) (3) organization as defined by

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For the Union: _____

Date: _____

12/22/25

For the Employer: _____

Date: _____

12/22/25

SEIU 775 – Millennia Healthcare
2025-2027 CBA
Union Proposal V03
December 22nd, 2025

Time - _____

statute) of the employee's choice. Such employees shall pay an amount of money equal to the periodic dues and fees uniformly required under Section 1 of this Article. Failure to satisfy this alternative payment shall result in discharge from employment, pursuant to Section 2.1 of this Article. The Employer shall not be financially liable for any failure of the affected employee or the Union to remit payments to the nonreligious charity.

SECTION 2.3: DISCHARGE FOR FAILURE TO MEET OBLIGATIONS

The Union may demand the discharge of any bargaining unit employee who is delinquent in payments required in this Article or refuses to become and remain a member of the Union. The Union shall communicate delinquency to the affected employee and to the Employer within thirty (30) days of delinquency. The notice to the delinquent employee shall include a) the fact that the Union has no record of the employee's membership or religious exemption and b) the action required by the employee in order to satisfy requirements of this Agreement. This notice may include: the amount needed to pay delinquent dues in full, a membership form, and/or any other action needed on the part of the employee to satisfy obligations of this Agreement. The Union shall, at the same time, notify the Employer of the name and reason for delinquency of any employee. Should the employee fail to satisfy obligations of this Agreement, within fifteen (15) days from the date of the original notice of delinquency, the Union may demand in writing that the applicable Employer discharge the employee. Following receipt of such demand, the Employer shall discharge the employee within seven (7) calendar days of the date of the Union's demand.

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Tentatively Agreed To:

For the Union: _____

Date: _____

12/22/25

For the Employer: _____

Date: _____

12/22/25

SEIU 775 – Millennia Healthcare
2025-2027 CBA
Union Proposal V03
December 22nd, 2025

Time - _____

SECTION 2.4: POLITICAL ACCOUNTABILITY FUND (COPE)

The Employer shall deduct the sum specified from the pay of each member of the Union who voluntarily executes a Political Accountability Fund (COPE) wage assignment authorization form. When filed with the Employer, the authorization form will be honored in accordance with its terms. The authorization form will remain in effect until or unless revoked in writing by the employee to the Union, by which the Union will notify the Employer to cease deductions. The amount deducted and a roster of all employees using payroll deduction for Political Accountability Fund (COPE) contributions will be promptly transmitted to the Union by separate check payable by Automated Clearing House (ACH) Payment to the Union and identified as COPE deductions, at the same time as the monthly remittance of dues. Upon issuance and transmission of an ACH Payment to the Union, the Employer's responsibility will cease with respect to such deductions. The Union and each employee authorizing the assignment of wages for the payment of Political Accountability Fund (COPE) contributions hereby undertake to indemnify and hold the Employer harmless from all claims, demands, suits or other forms of liability that may arise against the Employer for, or on account of, any deduction made from wages of an employee.

SECTION 2.5: PAYCHECK DEDUCTIONS

The Employer agrees to deduct from each bargaining unit employee's pay all authorized dues, fees, and assessments as determined or required by the Union. The Employer shall make such deductions from the employee's paycheck following receipt of written authorization, and periodically thereafter as specified on the written authorization, so long as such authorization is in effect, and shall remit the same to the local Union by Automated Clearing House (ACH)

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Tentatively Agreed To:

For the Union: _____

Date: _____

12/22/25

For the Employer: _____

Date: _____

12/22/25

SEIU 775 – Millennia Healthcare
2025-2027 CBA
Union Proposal V03
December 22nd, 2025

Time - _____

Payment within 10 (ten) days after the end of each pay period. The employer shall start deductions by the start of the payroll cycle following receipt of employee deduction authorization updates from the Union. If the report is delayed, the Employer will notify the Union when the report will be delivered. The Union will furnish all the membership forms necessary to be used for this written authorization and will notify the Employer in writing of dues, fees, or assessments to be assessed within five (5) days of execution of this Agreement, and thirty (30) days before the effective date of any change. The Employer reserves the right to ensure that the authorization of payroll deductions complies with applicable Federal and State laws regarding deductions from wages.

The Union will hold harmless the Employer against any claim or obligation which may be made by any employee by reason of the deduction of Union membership fees, including the cost of defending against such claim or obligation.

SECTION 2.6 OTHER DEDUCTIONS

The Employer agrees to deduct from each bargaining unit employees pay all authorized dues, fees, and assessments as determined or required by the Union and authorized by the employee. The Employer shall make such deductions from the employee's paycheck following receipt of written authorization and periodically thereafter. The authorization shall remain in effect until or unless revoked in writing by the employee to the Union, by which the Union will notify the Employer to cease deductions. The amount deducted and a roster of all employees using payroll deduction for Voluntary Deductions, such as COPE will be promptly transmitted to the Union by

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Tentatively Agreed To:

For the Union: _____

Date: _____

12/22/25

For the Employer: _____

Date: _____

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12/22/25

SEIU 775 – Millennia Healthcare
2025-2027 CBA
Union Proposal V03
December 22nd, 2025

Time - _____

separate check payable to the Union and identified as Voluntary Deductions, at the same time as the remittance of dues by Automated Clearing House (ACH) Payment.

The Employer reserves the right to ensure that the authorization of payroll deductions complies with applicable Federal and State laws regarding deductions from wages.

SECTION 2.7: BARGAINING UNIT INFORMATION

Employees covered by this Agreement are required to maintain up-to-date personal phone number(s), and home address on file with the Employer. The Employer shall provide a roster, in a secure manner, of all bargaining unit employees to the Union ~~ten~~^{Fifteen} ~~ten~~ (1050) calendar days after each payroll. The roster shall include each employee's preferred first name (~~preferred by employee~~), middle name and preferred last name, social security number, employee number, date of birth, gender, preferred pronouns, address type (mailing or physical) address 1, address 2, city, state, zip code, address last updated, home phone number, cell phone number, (all phone numbers shall conform to the '(xxx) xxx-xxxx' format), email address (if any), office or unit where the employee is assigned, preferred written language, preferred spoken language, job classification(s), FTE status, employment or leave status, shift, rate(s) of pay, gross pay, dues assessable pay, hours worked in the month (or month-to date in the event of twice - monthly pay), wage step or rate of pay, total hours accrued as an employee of the Employer or hours credited towards a wage scale step year-to-date (CCH balance – rolling total should include the hours worked on each row), overtime hours, retro pay amount, retro pay hours, PTO balance, PTO hours paid, PTO hours forfeited, PTO hours balance (rolling total should include the hours earned/used/forfeited on each row), relationship to the consumer, live-in provider (y/n), pay

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Tentatively Agreed To:

For the Union: _____

Date: _____

12/22/25

For the Employer: _____

Date: _____

12/22/25

SEIU 775 – Millennia Healthcare

2025-2027 CBA

Union Proposal V03

December 22nd, 2025

Time - _____

period start date, pay period end date, pay period hours, mileage amount (number of miles), amount of dues, voluntary and COPE deductions collected, membership status, amount and rate of any special differential pay, date of hire, most recent rehire date (if applicable), and date of and reason for termination.

The Employer shall facilitate reconciliation of these employment records with the Union, including clarifying whether workers are inactive because of paid or unpaid leave or other reason. All information required to be transmitted securely under this Agreement shall be transmitted in a common electronic format agreed upon by the Employer and the Union.

The sum of the individual Union dues amounts in the Roster shall exactly match the amount of the dues payment(s) remitted to the Union. The sum of the voluntary deductions in the Roster shall exactly match the amount of the voluntary deduction payment(s) remitted to the Union.

If the Dues Report and the Employee Roster are submitted as separate reports, both reports must have a corresponding record, cover the same time period, and must contain the following identical information:

- a. Employee number
- b. First Name
- c. Middle Name
- d. Last Name
- e. Social Security Number

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Tentatively Agreed To:

For the Union: _____

Date: _____

12/22/25

For the Employer: _____

Date: _____

12/22/25

SEIU 775 – Millennia Healthcare
2025-2027 CBA
Union Proposal V03
December 22nd, 2025

Time - _____

Should the Union require additional and reasonable information, the Employer shall make a good faith effort to provide the requested information in a timely manner and will make a good faith effort to verify that records submitted shall accurately reflect the membership status of each employee listed and endeavor to identify any discrepancies between the roster and its records.

SECTION 2.8: DATA MAINTENANCE

The Union will conduct periodic audits of data related to membership form reconciliation, financial deductions, and bargaining unit information. The Employer shall complete and/or reconcile the audit within fifteen (15) days of receiving the audit from the Union.

SECTION 2.9: MEMBERSHIP FORMS

The Employer agrees to distribute membership forms for the Union with the basic employment paperwork required by the Employer. All membership forms for the Union completed by an employee of the Employer will be forwarded to the Union by the Employer, keeping a copy for the Employer and sending originals to the Union, no later than the fifteenth (15th) day of the new employee's employment with the Employer. Copies of membership forms will be sent to the Union ~~via certified/trackable mail~~ electronically.

The Employer shall include a Union Membership Card in each employee's employment paperwork. The card will be reserved for the Union Representative/Advocate, as available, to review the membership card with new employees during their orientation. After collecting said card from the new employee, the Employer shall retain a copy for itself and send a complete digital copy to the Union within five (5) business days via common electronic format agreed upon

The Union reserves the right to add to, modify or withdraw this proposal.

Tentatively Agreed To:

For the Union: _____

Date: _____

12/22/25

For the Employer: _____

Date: _____

12/22/25

SEIU 775 – Millennia Healthcare

2025-2027 CBA

Union Proposal V03

December 22nd, 2025

Time - _____

by the Employer and the Union. Cards collected by the Union Advocate will be shared with the Employer to make a copy for itself.

The Employer will make digital copies of Membership Cards on file available to the Union upon request under the Data Maintenance process at Section 2.8. The Employer will make digital copies of Membership Cards on file available to the Union upon request under the Data Maintenance process at Section 2.8.

SECTION 2.10: ELECTRONIC SIGNATURE

The parties acknowledge and agree that, consistent with the Electronic Signatures in Global and National Commerce Act (Pub. L. 106–229, 114 Stat. 464, enacted June 30, 2000, 15 U.S.C. ch. 96) the terms “authorize,” “authorized,” “authorization form” and “written authorization,” as used in this Agreement, include without limitation authorizations created and maintained by use of electronic records and electronic signatures consistent with state and federal law. The Union, therefore, may use electronic records to verify Union membership, authorization for voluntary deduction of Union dues and fees from wages or payments for remittance to the Union, authorization for voluntary deductions from wages or payments for remittance to the Political Accountability Fund (COPE), and authorization for other voluntary deductions from wages or payments for remittance to the Union, subject to the requirements of state and federal law. The Employer shall accept confirmations from the Union that the Union possesses electronic records of such membership and give full force and effect to such authorizations as “written authorization” for purposes of this Agreement. In addition to electronic scanned copies of paper authorizations from the Union, the Employer shall accept copies of electronic signatures and

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Tentatively Agreed To:

For the Union:

Date:

12/22/25

For the Employer:

Date:

12/22/25

SEIU 775 – Millennia Healthcare
2025-2027 CBA
Union Proposal V03
December 22nd, 2025

Time - _____


digital files containing voice authorizations and give full force and effect to such authorizations as “written authorization” for purposes of this Agreement.

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For the Employer: 

Date: 12/22/25

ARTICLE 12: HEALTH AND SAFETY

SECTION 12.1: RIGHT TO SAFE WORKING CONDITIONS

The Employer shall comply with all requirements under SB 6205, including:

- A. The Employer shall develop a comprehensive written policy concerning how the Employer shall address instances of discrimination, abusive conduct, and challenging behavior and work to resolve issues impacting the provision of personal care, and the policy must include stated permission and a process for allowing workers to leave situations where they feel their safety is at immediate risk. This process must include a requirement to notify the Employer and applicable third parties as soon as possible. This policy shall be available in at least the following languages: English, Spanish, Amharic, and Somali. ~~Wolof, Russian, Korean, Vietnamese, Traditional and Simplified Chinese, and Somali.~~
- B. The Employer may not terminate an employee, reduce the pay of an employee, or not offer future assignments to an employee for requesting reassignment due to alleged discrimination, abusive conduct, or challenging behavior.
- C. The Employer must inform an employee of instances of discrimination and abusive conduct occurring in or around the client's home care setting prior to assigning the employee to that client, and throughout the duration of service, if those instances are:
 - a. Documented by the Employer; or
 - b. Documented by a third party and communicated to the Employer.

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Tentatively Agreed To:

For the Union: _____

Date: _____

12/22/25

For the Employer: _____

Date: _____

12/22/25

- D. The Employer must inform an employee of a client's challenging behavior prior to assigning the employee to that client if it is documented:
- a. In the client's care plan;
 - b. By the Employer; or
 - c. By a third party and communicated to the Employer.
- E. The Employer must keep a record of any reported incidents of discrimination or abusive conduct experienced by an employee during the provision of paid personal care services. The records must be kept for at least five years following the reported act.
- F. The Employer must provide a list of resources about discrimination and harassment for employees to utilize. At a minimum, the resources must include contact information of the equal employment opportunity commission, the Washington State Human Rights Commission, and local advocacy groups focused on preventing harassment and discrimination and providing support for survivors.

The Employer and the Union recognize the importance of working conditions that will not threaten or endanger the health (including mental and/or emotional health) or safety of employees or clients. No employees shall be required to work in any situation that would threaten or endanger their health or safety and the Employer shall notify employees of any health or safety risks and client behaviors included in the client's care plan prior to a client assignment and employees have the right to decline working for a client who lives in a situation which could threaten their health and safety. Such situations include: bodily harm to the employee;

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Tentatively Agreed To:

For the Union: _____

Date: _____

12/22/25

For the Employer: _____

Date: _____

12/22/25

SEIU 775 – Millennia Healthcare
2025-2027 CBA
Employer Proposal V03
November 19th, 2025

Time - _____

threatening behavior of the client or others in their home to the employee; sexual harassment of the employee by the client or by persons in the household, clients with symptoms or conditions communicating their needs to the employee in ways that the person providing care may experience or interpret as harassment; or any other situation that would be a threat to the employee's health. In any event, employees should not have to experience discrimination, abusive conduct, and challenging behaviors without assistance or redress and will immediately report to their Employer any working condition that they believe threatens or endangers their or their client's health or safety.

Caregivers shall also be notified of all known health and living conditions which could affect the health and safety of the employee including but not limited to the use of cigarettes or e-cigarette products, use of drugs or alcohol, hoarding, insects or rodents (bed-bugs, lice, etc.), mold, HIV/AIDS, MRSA, C. diff.

SECTION 12.2: SAFETY EQUIPMENT & SUPPLIES

No employee shall be required to provide at his/her/their own expense, as required by law, safety equipment, supplies, or protective garments, including, but not limited to gloves, masks, aprons, protective eyewear, and tongs to perform any task for a client. The Employer shall provide both latex—free and powder—free options for gloves, and shall dispense the gloves in such a manner as to safeguard the sterile condition. If such a situation arises where there are insufficient supplies or materials, the employee will report the situation immediately to his/her/their supervisor.

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Tentatively Agreed To:

For the Union: _____

Date: _____

12/22/25

For the Employer: _____

Date: _____

12/24/25

SEIU 775 – Millennia Healthcare
2025-2027 CBA
Employer Proposal V03
November 19th, 2025

Time - _____

support interventions, existing problem-solving tools, and strategies to improve safe care delivery.

The Labor Management Committee for the Employer shall function as its Safety, No Harassment and No Discrimination Committee and will provide input to be used by the Employer as required by SB 6205, consistent with applicable state and/or federal laws. Participation in a Safety Committee shall be considered time worked.

SECTION 12.6: ON CALL SUPPORT

At least one supervisor from each office of the Employer shall be required to carry a cell phone during non-business hours. Employees will be able to contact this supervisor in cases such as, but not limited to, illness, client emergencies requiring extra hours, and any other situation in which an employee would need to speak with his/her/their supervisor.

SECTION 12.7: IMMINENT DANGER

Any employee who believes in good faith that his/her/their health and/or safety is in imminent danger at an assigned work location may leave that location immediately and contact a supervisor. The HCA shall be paid for his/her/their entire scheduled assignment if there is no substitute assignment for the same amount of hours or for the amount of hours remaining in the shift, including all travel time and travel miles (except errands not performed) he/she/they would have been paid had the assignment been completed as scheduled. If the employee believes the client may be in danger, the employee should call 911 or other emergency services.

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Tentatively Agreed To:

For the Union: _____

Date: _____

12/22/25

For the Employer: _____

Date: _____

12/22/25

SEIU 775 – Millennia Healthcare
2025-2027 CBA
Employer Proposal V03
November 19th, 2025

Time - _____

Following receipt of such report, the Employer will investigate the report, including review with the employee, client, and appropriate referral agency. Appropriate action will be taken by the Employer, based on the facts identified during the review of the investigation, the provisions of the program under which the client is being serviced, and the requirements of the contract between the Employer and the referral agency. If the client continues to be served by the Employer, the Employer will make sure any subsequent employees will be informed of the previous safety problem, and be provided with the proper information, training, equipment or direction necessary to address any future incidents in a safe manner. The Employer shall provide copies of any documentation related to the incident to the Union upon request and reserves the right to protect client confidentiality in the release of this documentation.

SECTION 12.8 VIOLENCE IN THE WORKPLACE

Threats, threatening behavior, or acts of violence by or against employees, visitors, clients, residents, vendors, independent contractors, or others doing business with the company will not be tolerated. Such actions include but are not limited to: verbal or physical harassment or abuse, attempts at intimidation, sabotage, destruction of property, menacing gestures, possession of weapons, stalking, coercion, pushing or shoving, horseplay, or other hostile, aggressive, harmful and destructive actions.

Some employees are known to be at risk because they are subject to violence, threats, or harassment from a current or former client, spouse, partner, or other non-employee. Human Resources and Security personnel work with at-risk employees and their supervisors to develop safety plans that address the specific risks the employee faces while at work.

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Tentatively Agreed To:

For the Union: _____

Date: _____

12/22/25

For the Employer: _____

Date: _____

12/22/25

Victims of violent incidents in the workplace might have to contend with a variety of medical, psychological, and legal consequences. The Employer shall work with victims of workplace violence by:

Referring victims to an Employee Assistance Program (EAP), appropriate community resources, such as medical centers, counseling services, victim advocacy groups, legal aid, and domestic violence shelters;

Providing flexible work hours or short-term or extended leave as required by leave policies;

Cooperating with law enforcement personnel in the investigation of the crime and the prosecution of the offender; and

Providing a debriefing for employees where appropriate 24 to 48 hours after a serious violent occurrence to explain what happened and what steps are being taken by the company to support affected employees.

SECTION 12.9 WORKPLACE SAFETY THROUGH CLIMATE PREPAREDNESS

As climate change intensifies, the impact on health and safety becomes increasingly evident. The Employer recognizes that climate preparedness is an essential component of workplace safety and shall include it in the Employer's policies and procedures to safeguard against the effects of extreme weather and environmental changes.

- A. If a Caregiver is off the clock at the time an emergency is declared, the Caregiver will not be required to get to a client's home to work their regularly scheduled shift. The Employer shall determine the conditions and probable length of time necessary for

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Tentatively Agreed To:

For the Union:

Date:

12/22/25

For the Employer:

Date:

12/22/25

returning to work, after investigation or contact with the relevant state and local emergency departments.

- B. If a Caregiver is already at a client's home when an emergency or extreme weather event occurs, and staying at the client's home would endanger the safety of the caregiver's household or family, the caregiver may leave the client's home without fear of retaliation or disciplinary action.
- C. Caregivers shall not be paid for shifts they are unable to work due to natural disasters or emergencies beyond their control. However, caregivers may choose to use their available paid time off (PTO) for such missed shifts. Caregivers are expected to notify their supervisor as soon as possible if they cannot report to a client's home under these circumstances. Caregivers shall be granted leave with pay for shifts when they are unable to report to their client's home because of natural disasters or emergencies beyond their control.
- D. In the event of a declared emergency, the LMC agrees to convene within a reasonable time after the event to address the impacts of the emergency on working conditions.
- E. The Employer shall send at least the following items outlined in Section 10.3 to the client's home, including a list of recommended items to be included in an emergency preparedness kit and an emergency communication plan.

SECTION 12.10: ANNUAL SAFETY TRAINING AS PART OF CONTINUING EDUCATION

Health and Safety Training:

The employer will provide the required Washington State annual continuing education through agency-approved instructors who are certified to deliver Washington State-

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Tentatively Agreed To:

For the Union:

Date:

12/22/25

For the Employer:

Date:

12/22/25

SEIU 775 -- Millennia Healthcare
2025-2027 CBA
Employer Proposal V03
November 19th, 2025

Time - _____

approved training. ~~The parties shall work to establish an annual, required health and safety module as part of the continuing education program.~~

The Union reserves the right to add to, modify or withdraw this proposal.

Tentatively Agreed To:

For the Union:

Date:

12/24/25

For the Employer:

Date:

12/20/25

SEIU 775 – Millennia Healthcare
2025-2027 CBA
Union Proposal V01
November 10th, 2025

Time - _____

ARTICLE 18: HEALTH AND WELFARE TRUST FUND BENEFITS

SECTION 18.1 COMPREHENSIVE BENEFIT PACKAGE THROUGH THE TRUST

The Employer shall provide employee health care, dental, prescription drug and vision benefits through the SEIU Healthcare NW Health Benefits Trust ("Trust") during the complete life of this Agreement and any extension thereof. The Employer, the Trust, and the carriers participating in the Trust shall coordinate to provide benefit plan design and enrollment information to eligible employees.

SECTION 18.2 CONTRIBUTIONS

The hourly contribution rate shall be the hourly contribution rate established by Individual Provider Collective Bargaining Agreement in effect at the time the hours are worked (hereinafter the "Healthcare Rate"). If the Healthcare Rate is reduced during the life of the Agreement, the parties shall re-open the Agreement solely for the purpose of renegotiating Section 18.2.

Contributions for the health and safety benefit as described in Section A. and B. below will be paid to the SEIU Healthcare NW Health Benefits Trust which will administer any program established with these funds. The use of these negotiated funds for health and safety will be determined by the Board of Trustees of the Health Benefits Trust.

18.2.1: MEDICAID-FUNDED HOURS WORKED

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Tentatively Agreed To:

For the Union:

Date:

12/22/23

For the Employer:

Date:

11/19/25

SEIU 775 – Millennia Healthcare
2025-2027 CBA
Union Proposal V01
November 10th, 2025

Time - _____

Effective July 1, ~~2025~~2023, the Employer shall contribute the Healthcare Rate or ~~five~~four dollars and ~~twenty-two~~thirteen cents (\$~~5.22~~4.13), whichever is higher, to the Trust for each Medicaid-Funded Hour worked, ~~two and one-half cents (\$0.025)~~ of which may be used for a health and safety benefit. Medicaid-Funded Hour(s) worked shall be defined as all hours worked by all employees covered by this Agreement in the Employer's in-home care program that are paid by Medicaid, excluding vacation hours, paid-time off hours, and training hours.

Effective July 1, ~~2026~~2024, the Employer shall contribute the Healthcare Rate or) five dollars and ~~fifty-seven~~twenty-two cents (\$~~5.57~~2.22), whichever is higher, to the Trust for each Medicaid-Funded Hour worked ~~two and one-half cents (\$0.025)~~ of which may be used for a health and safety benefit.

The Employer agrees that all funds received by the Employer for purposes of healthcare will be provided to the Trust.

18.2.2: NON-MEDICAID-FUNDED HOURS WORKED

Effective July 1, ~~2025~~2023, the Employer shall contribute the Healthcare Rate or ~~five~~four dollars and ~~twenty-two~~thirteen cents (\$~~5.22~~4.13) whichever is higher to the Trust for each Non-Medicaid-Funded hour worked, ~~two and one-half cents (\$0.025)~~ of which may be used for a health and safety benefit. Non-Medicaid-Funded Hour(s) worked shall be defined as all hours worked by all employees covered by this Agreement in the Employer's in-home care program that are paid by a payor other than Medicaid, excluding vacation hours, paid-time off, and training hours.

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Tentatively Agreed To:

For the Union: _____

Date: _____

12/22/25

For the Employer: _____

Date: _____

11-19-25

SEIU 775 – Millennia Healthcare
2025-2027 CBA
Union Proposal V01
November 10th, 2025

Time - _____

Effective July 1, ~~2026~~2024, the Employer shall contribute the Healthcare Rate or five dollars and ~~fifty-seven~~twenty-two cents (\$5.5722), whichever is higher, to the Trust for each Non-Medicaid-Funded Hour worked. Non-Medicaid- Funded Hour(s) worked shall be defined as all hours worked by all employees covered by this Agreement in the Employer's in-home care program that are paid by a payor other than Medicaid, excluding vacation hours, paid-time off, and training hours.

Contributions required by Section 18.2 shall be paid periodically as required by the Trust.

SECTION 18.3 ELIGIBILITY STANDARDS

Employee eligibility standards for health care benefits shall be determined solely by the Board of Trustees and as permitted under existing law. The Trust is responsible for notifying newly eligible workers of their opportunity to enroll, enrolling eligible workers, providing open enrollment notifications and follow up to secure required applications/documentation, disenrolling ineligible workers and providing COBRA notifications and follow up. The Employer will provide the Trust with hours worked and other information needed by the Trust to determine eligibility, enroll eligible workers, and disenroll ineligible workers. The Employer will provide information on the Trust's benefits to all employees during the onboarding process.

The Trust shall determine the appropriate level of contribution, if any, by eligible home care workers. Ongoing costs for deduction of home care worker premiums for health care shall be paid by the Employer.

The Union reserves the right to add to, modify or withdraw this proposal.

Tentatively Agreed To:

For the Union:

Date:

12/22/25

For the Employer:

Date:

11-19-25

SEIU 775 – Millennia Healthcare
2025-2027 CBA
Union Proposal V01
November 10th, 2025

Time -

SECTION 18.4 EMPLOYEE PREMIUM DEDUCTION AUTHORIZATION

The Trust shall determine the appropriate level of contribution, if any, by eligible home care workers. This section shall authorize the premium share payroll deduction required by the Trust for any home care worker. Ongoing costs for deduction of home care worker premiums for health care shall be paid by the Employer.

Employees shall pay their employee premium co-share and dependent premium charges (if applicable) via payroll deduction if they so authorize in advance, or directly to the Trust upon arrangement with the Trust.

SECTION 18.5 PURPOSE OF THE TRUST

For purposes of offering healthcare, dental and vision, and other benefits or programs authorized by the Board of Trustees to members of the bargaining unit, the Employer shall become and remain a participating Employer in the Trust during the complete life of this Agreement, and any extension thereof.

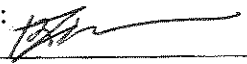
SECTION 18.6 TRUST AGREEMENT

The Employer and the Union agree to be bound by the provisions of the Trust's Agreement and Declaration of Trust, and by all resolutions and rules adopted by the Trustees pursuant to the powers delegated.


The Employer shall be provided with an updated copy of the Agreement and Declaration of Trust should there be any amendments to either document.

The Union reserves the right to add to, modify or withdraw this proposal.

Tentatively Agreed To:

For the Union: 

Date: 12/22/25

For the Employer: 

Date: 11-19-25

SEIU 775 – Millennia Healthcare
2025-2027 CBA
Union Proposal V01
November 10th, 2025

Time - _____

SECTION 18.7 INDEMNIFY AND HOLD HARMLESS

The Trust shall be the policy holder of any insurance plan or health care coverage plan offered by and through the Trust. As the policy holder, the Trust shall indemnify and hold harmless from liability the Employer from any claims by beneficiaries, health care providers, vendors, insurance carriers or home care workers covered under this Agreement.

The Union reserves the right to add to, modify or withdraw this proposal.

Tentatively Agreed To:

For the Union: _____

Date: 12/22/25

For the Employer: *[Signature]*

Date: 11-19-25

ARTICLE 19: PAID TIME OFF (PTO)

SECTION 19.1: ACCRUAL

The Employees shall be eligible for Paid Time Off (PTO) benefits. PTO benefits can be used for Sick Time, Vacation Leave and Personal Leave. Employees accrue PTO during their probationary period, but shall not use PTO until after the completion of their probationary period. PTO shall accrue according to the following formula:

Effective July 1, ~~2025~~2021, employees shall accrue one (1) hour of paid time off for every twenty-eight ~~(28)~~(27) hours worked. PTO may accumulate for a maximum of one hundred and ten(110) hours.

Effective July 1, 2026 employees shall accrue one (1) hour of paid time off for every twenty-six ~~(26)~~seven ~~(27)~~ four ~~(24)~~ hours worked. PTO may accumulate for a maximum of one hundred and ~~thirty fifteen (115)~~ (130) hours.

SECTION 19.2: USE OF PAID TIME OFF AND SCHEDULING

Employees shall be eligible to take paid leave in one-hour increments after their initial probationary period. For Paid Time Off (PTO), employees must submit leave requests at least two (2) weeks prior to the date the requested paid leave commences. In the event that too many employees request paid leave for the same time period and the Employer cannot ensure safe client coverage, leave approval shall be granted by seniority within the office to which the employee is assigned. PTO may be used for absence due to the illness in the immediate family,

The Union reserves the right to add to, modify or withdraw this proposal.

Tentatively Agreed To:

For the Union:

Date:

12/22/25

For the Employer:

Date:

12/22/25

once notification to the Employer is given. At the request of an employee and at discretion of the Employer, the Employer will pay the employee for paid leave in advance of the leave. Such requests shall be made in writing of the payroll cutoff date the requested leave commences.

SECTION 19.3: PTO CASH-OUT

Employees may elect to cash out accrued PTO after their initial probationary period. Such election must be submitted in writing at least 2 weeks to receiving payment. Non-probationary employees who are terminated shall be paid for all unused, accrued paid time off. Such cash out shall be made by the Employer at the time of the employee's final paycheck.

SECTION 19.4 UTILIZATION OF SICK LEAVE

Employees shall be eligible for paid leave under the Washington Paid Family and Medical Leave Act (WPFMLA) for an absence from employment which includes but is not limited to the employee's illness; injury; temporary disability; medical or dental care; or to attend to members of the employee's or the employee's spouse's immediate family or domestic partner or domestic partner's immediate family, where the employee's presence is required because of illness or any other reason described in federal law, WPFMLA or other State law. The Employer may, in its sole discretion, require reasonable proof of illness or disability and/or certification of the necessity of the employee's absence and will comply with federal and state laws.

The Union reserves the right to add to, modify or withdraw this proposal.

Tentatively Agreed To:

For the Union:

Date:

12/23/25

For the Employer:

Date:

12/24/25

SEIU 775 – Millennia Healthcare
2025-2027 CBA
Union Proposal V01
December 8th, 2025

Time - _____

SECTION 19.5: NOTICE AND PROOF OF ILLNESS

Employees who are sick shall make a good faith effort to provide as much advance notice as possible to the Employer. Employees will be expected to notify their supervisor of illness at least two (2) hours prior to their first assignment of the day, unless there is a verifiable emergency preventing an employee from fulfilling this requirement. The Employer reserves the right to require reasonable proof of illness if the absence from work last beyond three (3) consecutive scheduled work days. The Employer also may require a doctor's release to return to work in the event that the absence from work exceeds three (3) consecutive scheduled work days. The Employer will provide twenty--four (24) hour call or paging service for employees seeking to reach supervisors.

SECTION 19.6: COMBINATION WITH OTHER BENEFITS

Payment of accrued paid (sick) leave shall supplement any disability or worker's compensation benefits. The combination for leave payments and disability or worker's compensation benefits shall not exceed the amount the employee would have earned had the employee worked her/his normal schedule.

The Union reserves the right to add to, modify or withdraw this proposal.

Tentatively Agreed To:

For the Union:

Date:

12/22/25

For the Employer:

Date:

12/22/25

SEIU 775 – Millennia Healthcare
2025-2027 CBA
Union Proposal V02
December 22nd, 2025

Time - _____

ARTICLE 20: WAGES AND PREMIUMS

SECTION 20.1: WAGE SCALE AND WAGE PROGRESSION

Effective July 1, 2025~~3~~, employees covered by this Agreement shall be compensated according to the wage scale schedule set forth in Appendix A. Employees shall advance along the wage scale based on hours of service to the Employer. An employee's total cumulative hours shall be itemized and labeled on the employee's pay stub at least monthly.

New Employees

All new employees shall be placed on the wage scale schedule set forth in Appendix A at the entry step unless they are credited with a step for prior experience. Employees will be credited for previous verifiable experience as a home care aide, certified nurse's assistant (CNA), or an equivalent or greater medical license. Previous verifiable caregiver experience must be submitted within ninety (90) days of employment to be applicable.

New hires will be informed during their hiring process of the ability to receive credit for prior home care agency work and given instructions on how to provide that evidence. It is the responsibility of the employee to provide and review their career hours.

On the effective date of this Agreement, all current bargaining unit members shall be provided ninety (90) days to submit documentation verifying their prior qualifying experience for credit toward wage placement. Upon verification, employees' wages shall be adjusted accordingly; however, such wage adjustments shall not be retroactive.

The Union reserves the right to add to, modify or withdraw this proposal.

Tentatively Agreed To:

For the Union:

Date:

12/22/25

For the Employer:

Date:

12/22/25

SEIU 775 – Millennia Healthcare
2025-2027 CBA
Union Proposal V02
December 22nd, 2025

Time - _____

Returning Employees

Employees previously employed by the Employer who return to employment with the Employer with less than two (2) years break in employment shall be placed on the wage scale at least at the step which reflects their previous hours of experience with the Employer.

Wage Progression

Employees shall be paid according to the attached wage scale and advance to the next higher step on the above wage scale as they reach the seniority hours on that step.

SECTION 20.2: CNA OR CERTIFICATION DIFFERENTIAL

Home Care Aides who hold and submit a current, valid Certified Nurse's Assistant license, Home Care Aide Certification, (or an equivalent or greater medical license), shall receive a twenty-five (\$0.25 ~~5025~~) cent per hour differential for each paid hour.

SECTION 20.3: CLIENT / SERVICE INACCESSIBLE PAY

If an employee is unable to provide service to a client due to the client's failure to answer the door, if the client is not home, or if the client cancelled service and the employee was not advised at least two hours before the start of the shift, the employee shall notify the Employer by telephone promptly. ~~If the Employer is unable to provide a substitute assignment, the employee shall be paid at the straight time hourly wage rate for two (2) hours.~~ If the Employer is unable to provide a substitute assignment, the employee shall be paid at the straight time hourly wage rate for one (1) hour.

The Union reserves the right to add to, modify or withdraw this proposal.

Tentatively Agreed To:

For the Union:

Date:

12/22/25

For the Employer:

Date:

12/22/25

SEIU 775 – Millennia Healthcare
2025-2027 CBA
Union Proposal V02
December 22nd, 2025

Time - _____

~~show-up/no access pay for the lost shift. If no replacement shift is assigned, the employee shall be paid for the entire shift lost as well as any mileage that would have been paid.~~

SECTION 20.4: OVERTIME

Employees required to work in excess of forty (40) hours in a week shall be paid overtime for such additional hours at the rate of one and one-half (1.5) times their regular hourly rate of pay. Paid leave time or Union leave time or any other time that is not actual hours worked shall not be considered time worked for the purposes of this Section.

SECTION 20.5: WEEKEND DIFFERENTIAL

Employees who are assigned to work hours on Saturday or Sunday shall receive a twenty-five cents per hour (\$0.25) differential on top of their regular hourly wage.

SECTION 20.6 NURSE DELEGATION

A nurse delegated caregiver shall receive a differential of twenty-five cents per hour (~~\$0.25~~ \$0.25) for all hours worked for a client for whom the caregiver has been delegated a nursing task.

SECTION 20.7: L & I WORKER CONTRIBUTIONS

The Employer will assume Employer cost associated with L & I insurance payments.

The Union reserves the right to add to, modify or withdraw this proposal.

Tentatively Agreed To:

For the Union: _____

Date: _____

12/22/25

For the Employer: _____

Date: _____

12/22/25

SEIU 775 – Millennia Healthcare
2025-2027 CBA
Union Proposal V02
December 22nd, 2025

Time - _____

SECTION 20.8: DIFFERENTIAL STACKING

Employees shall be eligible for all the wage differentials provided in this Article for which they qualify, and such differentials shall stack.

The Union reserves the right to add to, modify or withdraw this proposal.


Tentatively Agreed To:

For the Union:



Date: 12/22/23

For the Employer:



Date: 12/22/25

ARTICLE 23: SECURE RETIREMENT BENEFITS

SECTION 23.1 PARTICIPATING IN A DEFINED CONTRIBUTION RETIREMENT BENEFIT TRUST

The Employer shall provide a defined contribution retirement benefit through the SEIU 775 Secure Retirement Trust ("Retirement Trust"), and shall become and remain a participating Employer in the Retirement Trust during the complete life of this Agreement, and any extension thereof.

SECTION 23.2 CONTRIBUTIONS TO RETIREMENT TRUST

MEDICAID-FUNDED HOURS WORKED

The hourly contribution rate to the Retirement Trust shall be the hourly contribution rate established by the Individual Provider Collective Bargaining Agreement in effect at the time the hours are worked. (Hereinafter the "Retirement Rate"). If the Retirement Rate is reduced during the life of the Agreement, the parties shall re-open the Agreement solely for the purpose of renegotiating this Section 23.2.

~~Effective July 1, 2023, the Employer shall contribute the Retirement Rate or the following, whichever is higher for each category of career cumulative hours applicable, to the Retirement Trust for each Medicaid-Funded Hour worked by all home care workers covered by this Agreement: (i) one dollar (\$1.00) per Medicaid-Funded hour worked by all home care workers covered by this Agreement with six thousand and one (6001) or more career cumulative hours; (ii) eighty cents (\$0.80), for each Medicaid-Funded hour worked by all home care workers~~

The Union reserves the right to add to, modify or withdraw this proposal.

Tentatively Agreed To:

For the Union: _____

Date: _____

12/22/25

For the Employer: _____

Date: _____

12/22/25

SEIU 775 – Millennia Healthcare
2025-2027 CBA
Union Proposal V03
December 22nd, 2025

Time - _____

~~covered by this Agreement with seven hundred and one (701) or more cumulative career hours and (iii) fifty cents (\$0.50) for each Medicaid-Funded hour worked by all home care workers covered by this Agreement with less than seven hundred one (701) cumulative career hours. Hour(s) worked shall be defined as all compensable hours worked by all employees covered by this Agreement in the Employer's in-home care program, excluding vacation hours, paid time off hours, and training hours.~~

Effective July 1, ~~2025~~2024, the Employer shall contribute the Retirement Rate or the following, whichever is higher for each category of career cumulative hours applicable, to the Retirement Trust for each Medicaid-Funded Hour worked by all home care workers covered by this Agreement: (i) one dollar and twenty cents (\$1.20) per Medicaid-Funded hour worked by all home care workers covered by this Agreement with six-thousand and one (6001) or more career cumulative hours; (ii) eighty cents (\$0.80) for each Medicaid-Funded Hour worked by all home care workers covered by this Agreement with seven-hundred and one (701) or more cumulative career hours and (iii) fifty cents (\$0.50) for each Medicaid-Funded hour worked by all home care workers covered by this Agreement with less than seven-hundred one (701) cumulative career hours. Medicaid-Funded Hour(s) worked shall be defined as all hours worked by all employees covered by this Agreement in the Employer's in-home care program that are paid by Medicaid, excluding vacation hours, paid-time off hours, and training hours.

Effective, July 1, 2026, the Employer shall contribute the Retirement Rate or the following, whichever is higher for each category of career cumulative hours applicable, to the Retirement Trust for each Medicaid Funded Hour worked by all home care workers covered by this

The Union reserves the right to add to, modify or withdraw this proposal.

Tentatively Agreed To:

For the Union:

Date:

12/22/25

For the Employer:

Date:

12/22/25

SEIU 775 – Millennia Healthcare
2025-2027 CBA
Union Proposal V03
December 22nd, 2025

Time - _____

Agreement: (i) one dollar and fifty-five cents (\$1.55) forty-five cents (\$1.45) sixty-five cents (\$1.65) sixty-five cents (\$1.65) sixty-five cents (\$1.65) per Medicaid Funded hour worked by all home care workers covered by the Agreement with eight thousand one (8,001) or more cumulative career hours, (ii) eighty cents (\$.80) per Medicaid Funded hour worked by all home care workers covered by this Agreement with seven-hundred one (701) up to but not including eight thousand and one (8001) cumulative career hours and (iii) fifty cents (\$.50) per Medicaid Funded hour worked by all home care workers covered by this Agreement with less than seven-hundred one (701) cumulative career hours.

NON-MEDICAID-FUNDED HOURS WORKED

~~Effective July 1, 2023, the Employer shall contribute the Retirement Rate or the following, whichever is higher for each category of career cumulative hours applicable, to the Retirement Trust for each Non-Medicaid Funded hour worked by all home care workers covered by this Agreement: (i) one dollar (\$1.00) per Non-Medicaid Funded Hour worked by all home care workers covered by this Agreement, (ii) with six thousand and one (6001) or more cumulative career hours eighty cents (\$.80), whichever is higher, to the Trust for each Non-Medicaid Funded hour worked by all home care workers covered by this Agreement with seven-hundred and one (701) or more cumulative career hours and (iii) fifty cents (\$.50) for each hour worked by all home care workers covered by this Agreement with less than seven-hundred and one (701) cumulative career hours. Non-Medicaid Funded Hour(s) worked shall be defined as all hours worked by all employees covered by this Agreement in the Employer's in-home care program~~

The Union reserves the right to add to, modify or withdraw this proposal.

Tentatively Agreed To:

For the Union: _____

Date: _____

12/22/25

For the Employer: _____

Date: _____

12/22/25

SEIU 775 – Millennia Healthcare
2025-2027 CBA
Union Proposal V03
December 22nd, 2025

Time - _____

~~that are paid by a payor other than Medicaid, excluding vacation hours, paid time off, and training hours.~~

Effective July 1, ~~2025~~2024, the Employer shall contribute the Retirement Rate or the following, whichever is higher for each category of career cumulative hours applicable, to the Retirement Trust for each Non-Medicaid Funded Hour worked by all home care workers covered by this Agreement: (i) one dollar and twenty cents (\$1.20) per Non-Medicaid Funded hour worked by all home care workers covered by this Agreement with six-thousand and one (6001) or more career cumulative hours; (ii) eighty cents (\$0.80) for each Non-Medicaid Funded Hour worked by all home care workers covered by this Agreement with seven-hundred and one (701) or more cumulative career hours and (iii) fifty cents (\$0.50) for each Non-Medicaid Funded hour worked by all home care workers covered by this Agreement with less than seven-hundred one (701) cumulative career hours. Non-Medicaid-Funded Hour(s) worked shall be defined as all hours worked by all employees covered by this Agreement in the Employer's in-home care program that are paid by a payor other than Medicaid, excluding vacation hours, paid-time off, and training hours.

Effective, July 1, 2026, the Employer shall contribute to the Retirement Rate or the following, whichever is higher for each category of career cumulative hours applicable, to the Retirement Trust for each Non Medicaid Funded Hour worked by all home care workers covered by this Agreement: (i) one dollar and ~~fifty-five cents (\$1.55)~~ ~~forty-five cents (\$1.45)~~ ~~sixty-five cents (\$1.65)~~ ~~sixty-five cents (\$1.65)~~ per sixty-five cents (\$1.65) per Non Medicaid Funded hour

The Union reserves the right to add to, modify or withdraw this proposal.

Tentatively Agreed To:

For the Union: _____

Date: _____

12/22/25

For the Employer: _____

Date: _____

12/22/25

SEIU 775 – Millennia Healthcare
2025-2027 CBA
Union Proposal V03
December 22nd, 2025

Time - _____

worked by all home care workers covered by the Agreement with eight thousand one (8,001) or more cumulative career hours, (ii) eighty cents (\$.80) per Non Medicaid Funded hour worked by all home care workers covered by this Agreement with seven-hundred one (701) up to but not including eight thousand and one (8001) cumulative career hours and (iii) fifty cents (\$.50) per Non Medicaid Funded hour worked by all home care workers covered by this Agreement with less than seven-hundred one (701) cumulative career hours.

The Employer agrees that all funds received by the Employer for retirement benefits will be provided to the Retirement Trust.

Contributions required by this Section 23.2 shall be paid periodically as required by the Trust.

SECTION 23.3 TRUST AGREEMENT

The Employer and the Union agree to be bound by the provisions of the Trust's Agreement for the SEIU 775 Secure Retirement Trust, and by all resolutions, policies and rules adopted by the Trustees pursuant to the powers delegated. The Employer shall be provided with an updated copy of the Agreement and Declaration of Trust should there be any amendments to the document.

The Union reserves the right to add to, modify or withdraw this proposal.

Tentatively Agreed To:

For the Union:

Date:

12/22/25

For the Employer:

Date:

12/22/25

ARTICLE 31: LOBBY DAY / HOMECARE ADVOCACY DAY

The Employer agrees to grant up to seven (7)-percent of bargaining unit employees, based on a first-come, first - served basis, two (2) paid leave days for up to 5 hours per day designated by the Union for the general purpose of public action and lobbying the legislature to increase payments to home care agencies and their employees or for other issues of importance to the home care industry and the Union. Employees on paid leave for advocacy activities shall receive their regular rate of pay for the number of scheduled hours normally worked on that day. ~~The Union and Employee shall designate in writing to the Employer dates of the public advocacy events at least fourteen (14) calendar days in advance of the event(s).~~ Each year, the Union shall endeavor to provide the Employer with a calendar of public advocacy events no later than fourteen (14) calendar days before the first scheduled event of the year. Employees will submit time off requests at least fourteen (14) calendar days in advance of the event(s). Leave requests shall take client needs into consideration, but shall not be unreasonably denied by the Employer. The Employer shall communicate with the Union concerning any difficulties in granting leave requests.

The Union reserves the right to add to, modify or withdraw this proposal.

Tentatively Agreed To:

For the Union: _____

Date: _____

12/22/25

For the Employer: _____

Date: _____

12/22/25

SEIU 775 – Millenia
2025-2027 Complete CBA
Union Proposal V04
December 22nd, 2025

Time - _____

ARTICLE X3: PRODUCTION OF AGREEMENT

SECTION X3.1

The Employer and the Union support equal employment opportunity and affirmative recruitment to ensure a diverse workforce.

The Union shall be solely responsible for producing, translating, and providing copies of this Agreement in any languages other than English, Spanish, and Somali to meet the needs of its members, provided that the cost to the Employer does not exceed one thousand two hundred dollars (\$1,200) during the life of this agreement. The Employer shall have no obligation or financial responsibility for the translation, production, or printing of this Agreement in any languages other than English, Spanish, and Somali. Any costs over and above one thousand two hundred dollars (\$1,200) shall be borne exclusively by the Union. The Employer and the Union shall jointly share the costs of producing and printing this Agreement in no less than three (3) and up to ten (10) languages most commonly spoken and read among bargaining unit members as determined by the Union to ensure inclusion and acknowledgement of employees who wish to read the contract in a different language other than English, provided that the cost to the Employer shall not exceed ten thousand dollars (\$10,000) during the life of this Agreement. Any costs over and above ten thousand dollars (\$10,000) shall be borne exclusively by the Union.

SECTION X3.2

In addition to the actual text of the Agreement and by mutual agreement of the Parties, the printed copy of the Agreement may contain introductory statements, highlights, or graphics included for the purposes of making the Agreement easier to understand and in order to provide the information most important to home care workers (such as their wage scales, benefits, and rights) in an easily-accessible, user-friendly format.

SECTION X3.3

The Union reserves the right to add to, modify or withdraw this proposal.

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Tentatively Agreed To:

For the Union:

Date:

12/22/25

For the Employer:

Date:

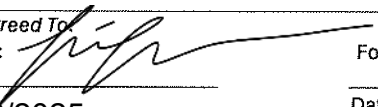
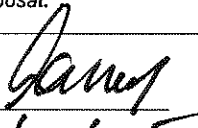
12/22/25

SEIU 775 – Millenia
2025-2027 Complete CBA
Union Proposal V04
December 22nd, 2025

Time - _____

Regarding the production of the Agreement in languages other than English and the inclusion of introductory statements, highlights, or graphics, the parties agree that all disputes regarding the interpretation or application of this Agreement shall be determined based solely on the original English-language Agreement signed by the parties, and not upon any other language version or upon any introductory statements, highlights, or graphics.

The Union reserves the right to add to, modify or withdraw this proposal.

Tentatively Agreed To For the Union: 	For the Employer: 
Date: 12/22/2025	Date: 12/22/25

ARTICLE 35: TERM OF AGREEMENT

This Agreement shall be effective upon ratification, for the Union and Millennia Healthcare and shall remain in full force and effect, as amended by mutual written agreement of the Parties, through June 30, 2027~~5~~.

In the event that, during the term of this Agreement, the State substantially changes the anticipated and established vendor rate for contracted services provided by the Employer, resulting in a decrease of the Vendor Rate of \$0.10 or more per hour, or if there is any other change that decreases the level of reimbursement in effect at the time this Agreement was executed. The Parties agree to immediately reopen this Agreement for negotiation of all sections that are economically impacted. ~~In the event that during the term of this Agreement, the State substantially change is the anticipated and established vendor rate for contracted services provided by the Employer and/or there is any other change that lowers or increases the level of reimbursement established at the time of the signing of this Agreement, the Parties agree to reopen this Agreement immediately for negotiations on all economically impacted sections.~~

Negotiations for a successor Agreement for the Union and Millennia Healthcare may be conducted as industry-wide negotiations with the Union to commence no earlier than May 1, 2027~~5~~, and no later than two (2) weeks following legislative approval or rejection of the pattern home care Agreement between the State of Washington and the Union. Should the Parties reach impasse and failed to reach agreement by June 30, 2027~~5~~, the parties may agree to subject outstanding issues to interest arbitration.

The Union reserves the right to add to, modify or withdraw this proposal.

Tentatively Agreed To:

For the Union:

Date:

11/17/2025

For the Employer:

Date:

11/19/25

ARTICLE XX: IMMIGRATION-RELATED EMPLOYMENT PRACTICES

SECTION X.1 ICE/DHS ACCESS TO THE WORKPLACE

The employer shall refuse access to immigration enforcement agencies and their representatives, including the Department of Homeland Security (DHS) and Immigration and Customs Enforcement (ICE), to any non-public areas of the workplace unless they provide a judicial warrant signed by a judge or magistrate.

The Employer shall notify the Union as soon as the Employer becomes aware that the DHS or any other federal government agent appears on or near the employment premises, to enable a Union representative or attorney to protect the rights of employees.

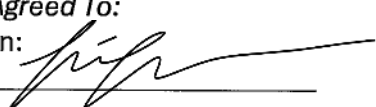
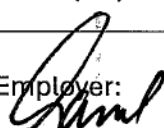
To the extent permitted by law, the Employer shall not infringe the privacy rights of workers by revealing to any immigration agent, including DHS or ICE, any employee name, address, or other similar information.

The Employer shall, as soon as practicable, and to the extent not prohibited by law, notify the Union of any immigration-related enforcement action by law enforcement or immigration officials, such as an I-9 audit, raid or detention, affecting bargaining unit members.

SECTION X.2 INSPECTIONS AND AUDITS

The Employer shall permit inspection of Form I-9s only after a minimum of three days written notice by the DHS or subpoena where the employee is specifically named and where the production of the I-9 Form is required; the Employer shall provide no documents, or other information about bargaining unit members, except Form I-9s unless required by a subpoena.

The Union reserves the right to add to, modify or withdraw this proposal.

Tentatively Agreed To:	
For the Union: 	For the Employer: 
Date: 11/17/2025	Date: 11/10/25

employment authorization when DHS notifies the employer that certain employees do not appear to be authorized for continued employment.

- Nothing in this provision shall be interpreted to limit the employee's rights to continued employment under the "receipt rule," which grants employees ninety (90) days to present to the company a replacement document of a previously issued but expired employment authorization.

SECTION X.4 SSA NO-MATCH LETTERS OR OTHER NO-MATCHES

Except as required by law, a Social Security Administration "no-match" letter, a phone or computer verification of a no-match, or an IRS no-match shall not constitute a basis for taking any adverse employment action against an employee, for requiring an employee to correct the no-match, or for re-verifying the employee's work authorization. Upon receipt of a no-match letter, the Employer shall notify the employee and provide the employee and Union with a copy of the letter.

The employer will not contact DHS, the SSA, or any other governmental agency after receiving notice of a "no match" from the IRS.

SECTION X.5 CHANGE IN NAME OR SOCIAL SECURITY NUMBER

Except as prohibited by law, when an employee presents evidence of a change in name, social security number, or updated work authorization documents, the Employer shall modify its records to reflect such change and the employee's seniority will not be affected. Such change shall not constitute a basis for adverse employment action, notwithstanding any information or documents provided at the time of hire.

The Union reserves the right to add to, modify or withdraw this proposal.

Tentatively Agreed To:

For the Union:

Date:

11/17/2025

For the Employer:

Date:

11/10/25

SECTION X.6 PARTICIPATION IN E-VERIFY AND SIMILAR PROGRAMS

The Employer shall not participate in E-Verify or other similar federal, state or local program unless required by law.

If participation is required by law, or the Employer is already participating in E-Verify, the Employer shall:

- a. Provide the Union a copy of its E-Verify of other Memorandum of Agreement with the relevant government agency;
- b. Not use E-Verify except for new hires, unless required by law. For purposes of federal E-Verify, an employee shall not be considered a new hire as provided in 8 CFR § 274a.2(b)(1)(viii);
- c. Not misuse E-Verify, including but not limited to verifying employment status before making an offer of employment and before hire; and
- d. Provide copies of "tentative non-confirmation" notices, and any other relevant information, to affected employees.

SECTION X.7 WORK AUTHORIZATION ISSUES

The Employer shall provide to the bargaining unit member and the Union written notification when it contends that the employee's work authorization documents or I-9 Form are deficient, or that the employee must reverify a work authorization, specifying:

- a. the specific document or documents that are deemed to be deficient and why the document or documents are deemed deficient;

The Union reserves the right to add to, modify or withdraw this proposal.

Tentatively Agreed To:

For the Union:

Date:

11/17/2025

For the Employer:

Date:

11/10/25

- b. what steps the worker must take to correct the matter;
- c. the employee's right to have a union representative present during the verification or reverification process and;
- d. any rights which the worker may have in connection with the verification or reverification process under this Article.

In the event that an employee does not provide adequate proof that they are authorized to work in the United States after their probationary or introductory period, and their employment is terminated for this reason, the employer agrees to immediately reinstate the employee to their former position, without loss of prior seniority upon the bargaining unit member providing proper work authorization documentation within 24 months from the date of termination.

SECTION X.8 IMMIGRATION-RELATED LEAVE

The Employer shall not penalize an employee for an absence related to attendance of any immigration-related appointment, interview, or proceeding. Upon request, employees shall be released for a total of five (5) unpaid working days during the term of this Agreement in order to attend such immigration-related matters for the employee only.

If an extended leave of absence is necessary, the Employer shall reinstate any employee who is absent from work due to court or agency proceedings relating to immigration matters and who returns to work within 24 months of commencement of an extended absence. The Employer may require documentation of appearance at such proceedings.

The Union reserves the right to add to, modify or withdraw this proposal.

Tentatively Agreed To:

For the Union:

Date:

11/17/2025

For the Employer:

Date:

11/16/25

SECTION X.9 MANAGEMENT TRAINING

The employer shall train all managers and supervisors on the requirements of this Article within 15 days of its execution, and thereafter within 1 month of hiring any new manager or supervisor.

The Union reserves the right to add to, modify or withdraw this proposal.

Tentatively Agreed To:

For the Union:

Date: 11/17/2025

For the Employer:

Date:

11/16/25

ARTICLE XX: USE OF ARTIFICIAL INTELLIGENCE (AI)

Section XX.1. DEFINITION

For the purposes of this Agreement, “Artificial Intelligence” (AI) refers to any technology, system, or software that uses algorithms, machine learning, or automated decision-making to analyze data and make or assist in making decisions or predictions. This includes, but is not limited to, tools that monitor, evaluate, or influence scheduling, productivity, timekeeping, GPS tracking, client care plans, or performance.

Section XX.2. APPLICABILITY TO HOME CARE

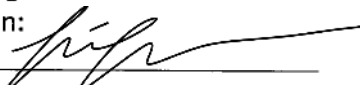
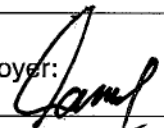
In the home care setting, AI may appear in technologies such as:

- Apps or platforms that automatically assign or recommend caregivers to clients;
- Tools that track or evaluate workers’ locations, routes, or time spent in the home;
- Predictive scheduling tools or automated shift matching;
- Systems that monitor or record interactions between caregivers and clients;
- Any tools that generate reports used for supervision, performance evaluation, or disciplinary decisions.

SECTION XX.3 PROHIBITED USES OF AI

The Employer shall not use Artificial Intelligence (AI) technology to monitor, track, or dictate driving routes, productivity metrics, or other aspects of employee performance or working conditions without prior written consent from the Union.

The Union reserves the right to add to, modify or withdraw this proposal.

Tentatively Agreed To:	
For the Union: 	For the Employer: 
Date: 11/17/2025	Date: 11/10/25

SECTION XX.4 NOTIFICATION AND BARGAINING REQUIREMENTS

The Employer shall provide written notification to the Union at least thirty (30) days in advance of any planned AI implementation. Upon notification, the Employer shall enter good-faith bargaining with the Union to address potential impacts of AI on working conditions and privacy. The Employer agrees to provide the Union with complete and relevant information on any proposed AI system, including its purpose, scope, data collection parameters, decision-making processes, and potential impact on employment terms.

SECTION XX.5 DATA PROTECTION AND PRIVACY

The Employer shall not input, share, or utilize any personally identifiable information (PII) of bargaining unit employees—including names, Social Security numbers, addresses, or work histories—in any AI system without prior written Union consent. All data usage involving AI must comply with applicable laws, the collective bargaining agreement, and industry privacy standards, ensuring PII remains confidential, secure, and used only for authorized purposes. In the event of unauthorized access, misuse, or data breach involving bargaining unit data in AI systems, the Employer shall promptly notify the Union and implement corrective actions.

The Union reserves the right to add to, modify or withdraw this proposal.

Tentatively Agreed To:

For the Union:

Date:

11/17/2025

For the Employer:

Date:

11/10/25

SEIU 775 – Millennia Healthcare
2025-2027 CBA
Union Proposal V043
December 22nd, 2025

Time - _____

APPENDIX A – WAGE SCALE

Wage Scale Proposal	Year 1		Year 2	
CCH	Jul 1, 2025- Dec 31, 2025	Jan. 1, 2026- June 30, 2026	July 1, 2026- Dec. 31, 2026	Jan. 1, 2027- June 30, 2027
0-2000	22.53	\$22.64 22.63	\$23.56 23.54	\$23.70 23.68
2001-4000	\$22.71 22.70	\$22.82 22.81	\$23.75 23.73	\$23.89 23.87
4001-6000	\$22.88 22.87	\$22.99 22.98	\$23.93 23.91	\$24.07 24.05
6001-8000	\$23.09 23.08	\$23.21 23.20	\$24.15 24.13	\$24.29 24.27
8001-10000	\$23.31 23.30	\$23.43 23.42	\$24.38 24.36	\$24.53 24.51
10001-12000	\$23.61 23.60	\$23.73 23.72	\$24.70 24.68	\$24.85 24.83
12001-14000	\$23.93 23.92	\$24.05 24.04	\$25.03 25.01	\$25.18 25.16
14001-16000	\$24.70 24.69	\$24.82 24.81	\$25.83 25.81	\$25.97 25.96
16001-20000	\$24.98 24.97	\$25.10 25.09	\$26.12 26.10	\$26.28 26.26
20001-24000	\$25.32 25.31	\$25.45 25.44	\$26.49 26.47	\$26.65 26.63
24001-40000+	\$25.58 25.57	\$25.71 25.70	\$26.76 26.74	\$26.92 26.90
40000+	\$26.10 26.09	\$26.23 26.22	\$27.30 27.28	\$27.46 27.44

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NOTE: Union Proposal is Individual Provider (IP) rates + \$0.01 in the 1st year, and +\$0.02 in the 2nd year of the contract.

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** The Employer will comply with Seattle Minimum Wage for any hours worked within Seattle City Limits and shall retro-actively pay, upon ratification of this agreement the wages contained within the entire agreement.

The Union reserves the right to add to, modify or withdraw this proposal.

Tentatively Agreed To:
For the Union:

Date:

12/22/25

For the Employer:

Date:

12/22/25