

ASSUMPTION AGREEMENT

Between

Cascadia Healthcare
and
Service Employees International Union, Local 775

This Recognition Agreement (“Agreement”) is made and entered into by and between Cascadia Healthcare (the “Employer”), and SEIU Local 775 (the “Union”).

SEIU is currently certified by the National Labor Relations Board as the exclusive representative of Bargaining Unit Employees working at the following facilities currently operated by Avamere Skilled Advisors, LLC: Tacoma Rehab, LLC, d/b/a Avamere at Pacific Ridge; Georgian Rehab, LLC, d/b/a Avamere Transitional Care of Puget Sound; and Vancouver Operations, LLC, d/b/a Avamere Rehabilitation at Cascade Park.

Facts:

1. **Collective Bargaining Agreement:** A Collective Bargaining Agreement (the “CBA”) exists currently between SEIU and Avamere Skilled Advisors, LLC regarding the Bargaining Unit Employees represented by SEIU at the above listed Washington facilities. That CBA expires on November 30, 2026.
2. **Notice:** On or around July 31, 2026, SEIU learned of the anticipated sale of represented facilities in Washington operated by Avamere Skilled Advisors, LLC to Cascadia Healthcare.
3. **Effective Date:** That sale’s anticipated effective date and Cascadia’s first day of ownership of the 3 facilities is October 1, 2026.
4. **Bargaining Unit:**
 - Article 1: Recognition: “*The bargaining unit includes all regular, full-time, part-time and on-call/Per Diem service and maintenance employees, including employees in the following job classifications: Certified Nurse Assistants (Aides and Orderlies), Nursing Assistants, Restorative Aides, Shower Aides, Hospitality Aides, Certified Medical Assistant (Med Tech), Activity Assistants, Cooks, Dietary Aides, Maintenance Assistants, Transportation, Bus Drivers, Housekeeping and Laundry Aides; also, any other service and maintenance workers’ classifications established where eligibility remains consistent with the National Labor Relations Act (NLRA) shall be included.*”
 - Article 1: Recognition: The Union is “*the exclusive and sole bargaining representative of a **single bargaining unit**, as provided for under federal labor law regarding multi-employer bargaining, for the job classifications identified in this collective bargaining agreement, which is presently utilized and employed at each of the separate employers.*”

5. New D/B/A Names:

- Avamere at Pacific Ridge will be referred to as Pacific Ridge Post Acute
- Avamere Transitional Care of Puget Sound will be referred to as Puget Sound Health and Rehabilitation
- Avamere Rehabilitation at Cascade Park will be referred to as Cascade Park Rehabilitation

Agreement

1. **Recognition:** As provided for in this agreement and as required under federal labor law (presuming Cascadia hires a majority of bargaining unit employees), Cascadia Healthcare will recognize the Union as the exclusive collective bargaining for bargaining unit employees.
2. **Assumption and Agreement to the Collective Bargaining Agreement:** Cascadia will assume and agree to the existing terms of the Avamere CBA, and will continue the existing terms and conditions of employment as set forth in the current CBA for its employees within the bargaining unit, including but not limited to seniority rights, except for the provisions below.
 - **401K:** Cascadia Healthcare will implement its own 401(k), which does not include an employer match and which has a 60-day eligibility provision;
 - **Health Plans:** Cascadia Healthcare will implement its own medical, dental and vision plans, which plans are substantially similar to the prior plans provided by Avamere. Article 26.1 and 26.3 is no longer applicable; and
 - **COLA Implementation:** Related to Article 22.2: Yearly Cost-of-Living Adjustment:
 - **COLA for All Employees:** All bargaining unit employees will receive a 4% increase to their base rate.
 - **MOU Appendix:** The Parties shall accordingly update the current Appendix A wage scale in the CBA, and publish it as an addendum to this agreement following its execution.
 - **Delayed Implementation of COLA:** The Union recognizes the potential implementation challenges for Cascadia with a wage increase scheduled to occur the same day as the effective. Accordingly, the wage increase shall be retroactive to October 1st, but shall be paid out on the October 16th – October 31 paycheck, dated November 10th.
 - **Wage Scale Increase In Subsequent Negotiations:** As a condition of granting this 4% COLA, SEIU 775 will not bargain for an additional wage increase that is effective earlier than October 1, 2027 during contract negotiations for the 2027 wage scale.

3. **Extension of the CBA:** The parties agree to extend the CBA for a period of 5 months, with a new expiration date of March 30th, 2027.

Other Legal Terms:

1. **Applicable Law.** This Agreement shall in all respects be interpreted, enforced, and governed under the laws of the State of Washington. The language of all parts of this Agreement shall in all cases be construed as a whole, according to its fair meaning, and not strictly for or against any party.
2. **Severability.** If any provision of this Agreement shall ever be declared defective, void, or voidable, or otherwise struck down or invalidated, the invalidation shall affect that particular provision only. The remaining provisions shall continue in full force and effect.
3. **Dispute Resolution.** All disputes relating to this agreement or the collective bargaining agreement will be governed by the grievance and arbitration provision in the collective bargaining agreement. [Avamere – SEIU 2024-2026](#)
4. **Counterparts; Electronically Transmitted Signatures.** This Agreement may be executed in counterparts. The parties agree that electronically transmitted copies of signatures are to be treated as original signatures for purposes of consummating this Agreement.
5. **Effective Date.** This Agreement shall become effective on the date when the sale contemplated between Avamere and Cascadia closes.

Signatures:

For the Union:

Vishal Reddy, Advisor on Collective Bargaining at SEIU 775

Name and Title

Vishal Reddy

Signature

09/11/2026

For the Employer:

Chase Gunderson, President Operations

Name and Title

Chase Gunderson

[Chase Gunderson \(Sep 14, 2026 13:41:13 MDT\)](#)

Signature

09/14/2026

Cascadia SEIU 775 Assumption Agreement V3 SEIU 9.10.26 (All Changes Accepted)

Final Audit Report

2026-09-14

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Cascadia Wage Scale

(Pacific Ridge Post Acute, Puget Sound Health and Rehabilitation, and Cascade Park Rehabilitation)

Effective October 1, 2026

Steps 0-7

Wage Scale Effective October 1, 2026	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Classification	Hire Rate	1 Yr Anv.	2 Yr Anv.	3 Yr. Anv.	4 Yr. Anv.	5 Yr. Anv.	6 Yr. Anv.	7 Yr. Anv.
Hospitality Aide	\$20.55	\$21.01	\$21.49	\$21.97	\$22.41	\$22.86	\$23.31	\$23.78
Housekeeping/Laundry/Activities Asst./Dietary Aide	\$21.63	\$22.12	\$22.61	\$23.12	\$23.59	\$24.06	\$24.54	\$25.03
Cook	\$22.71	\$23.22	\$23.74	\$24.28	\$24.76	\$25.26	\$25.76	\$26.28
Nursing Asst (Not Certified)	\$21.63							
Certified Nursing Assistants (CNA)	\$25.41	\$25.98	\$26.57	\$27.16	\$27.71	\$28.26	\$28.83	\$29.40
Shower Aide/Restorative Aide	\$25.95	\$26.53	\$27.13	\$27.74	\$28.30	\$28.86	\$29.44	\$30.03
Med Tech (CMA)	\$26.49	\$27.09	\$27.70	\$28.32	\$28.88	\$29.46	\$30.05	\$30.65
Maintenance Assistant	\$22.71	\$23.22	\$23.74	\$24.28	\$24.76	\$25.26	\$25.76	\$26.28
% Between Steps	2.25%	2%						

Steps 8-15

Wage Scale Effective October 1, 2026	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Classification	8 Yr. Anv.	9 Yr. Anv.	10 Yr. Anv.	11 Yr. Anv.	12 Yr. Anv.	13 Yr. Anv.	14 Yr. Anv.	15 Yr. Anv.
Hospitality Aide	\$24.26	\$24.74	\$25.23	\$25.74	\$26.25	\$26.78	\$27.32	\$27.86
Housekeeping/Laundry/Activities Asst./Dietary Aide	\$25.53	\$26.04	\$26.56	\$27.09	\$27.63	\$28.19	\$28.75	\$29.33
Cook	\$26.80	\$27.34	\$27.89	\$28.45	\$29.01	\$29.59	\$30.19	\$30.79
Nursing Asst (Not Certified)								
Certified Nursing Assistants (CNA)	\$29.99	\$30.59	\$31.20	\$31.83	\$32.46	\$33.11	\$33.78	\$34.45
Shower Aide/Restorative Aide	\$30.63	\$31.24	\$31.87	\$32.50	\$33.15	\$33.82	\$34.49	\$35.18
Med Tech (CMA)	\$31.27	\$31.89	\$32.53	\$33.18	\$33.84	\$34.52	\$35.21	\$35.91
Maintenance Assistant	\$26.80	\$27.34	\$27.89	\$28.45	\$29.01	\$29.59	\$30.19	\$30.79