MEMORANDUM OF UNDERSTANDING

Contract Extension

This Memorandum of Understanding (MOU) is made and entered into between Consumer Direct Care Network Alaska, hereinafter referred to as "Employer," and SEIU 775, hereinafter referred to as "Union."

Subject: Extension of Collective Bargaining Agreement (CBA)

1. Purpose: The purpose of this MOU is to mutually agree upon and document the extension of the current Collective Bargaining Agreement (CBA) between the Employer and the Union for a period of two months or until the CBA has been ratified, whichever comes first.

2. Extension Period: The current CBA, which is set to expire on June 30th, 2026, shall be extended until February 1, 2027, unless the CBA has been ratified and a new agreement has been executed prior to the end of the two-month extension period.

3. Negotiation and Ratification: During the extension period, both the Employer and the Union shall engage in good faith negotiations to reach a new CBA. If an agreement is reached between the parties on a new CBA before the end of the five-month extension period, this MOU shall become null and void, and the new CBA shall supersede the terms outlined herein. The new CBA shall be subject to ratification by the Union's membership and approval by the Employer's authorized representative(s) before becoming effective.

4. Existing Terms and Conditions: Until a new CBA is ratified and takes effect, all terms and conditions of the existing CBA shall remain in full force and effect, including but not limited to wages, hours of work, benefits, grievance procedures, and other applicable provisions.

By signing below, the Employer and the Union acknowledge their agreement to this MOU and their commitment to negotiating a new CBA in good faith.

For the Employer:	For the Union:
	
Date:	11/03/2026