

ARTICLE 1: RECOGNITION

The separate employers Evergreen at Evergreen Washington Healthcare Whitman, LLC, (“Whitman”), Evergreen Washington Healthcare Enumclaw, L.L.C., Evergreen Washington Healthcare Americana, L.L.C (“Americana”), Evergreen at Park Royal II, L.L.C (“Park Royal”) Evergreen at Bellingham, L.L.C (“North Cascades”) and Evergreen at Missoula, L.L.C. (“Missoula”), which all parties agree are separate employers for all purposes and separate limited liability companies for all purposes, each agrees to associate with the other for the purpose of recognizing SEIU 775, herein the “Union” as the exclusive collective bargaining representative of a single bargaining unit, as provided for under federal labor law regarding multi-employer bargaining, for all employees in the listed employee classifications at the following locations:

SECTION 1.1 ENUMCLAW

Regular full-time, part-time and intermittent Housekeepers, Laundry Aides, Janitors, Dietary aides, Maintenance Assistants, Cooks, Lead Cooks, Restorative Aides, NARs, Certified Nursing Assistants, Lead Certified Nursing Assistants, Licensed Practical Nurses, Central Supply Clerks, Nursing Staffing Coordinator/Ward Clerks or Central Supply, and Activity Assistants located at EmpRes Washington Healthcare Enumclaw, L.L.C., D/b/a EmpRes Enumclaw Health and Rehabilitation Center, 2323 Jensen Street, Enumclaw, WA 98022, excluding all guards, professional employees, confidential employees, supervisors and any other employees excluded by the National Labor Relations Act. SECTION 1.2 WHITMAN Regular full-time, part-time and intermittent Certified Nurse Assistants (NACs), Restorative Aides (RAs), Lead Certified Nurse Assistants (Lead NACs), Non-Certified Aides (NATs), Activities Aides, Shower Aides, Cooks, Dietary Aides, Housekeeping Aides, Laundry Aides employed by the Employer at Evergreen: Washington Healthcare Whitman, LLC D/b/a Whitman Health and Rehabilitation Center 1150 W. Fairview

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

Tentatively Agreed To:

For the Union:

Summer Young (electronically)

Date:

08 June 2021

For the Employer:

Linda f. Cove

Date:

6/8/21

SEIU 775 – EmpRes
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~~Union Proposal – 13 May 2021~~
Employer Counter May 28 2021

Time - _____

Street, Colfax, WA, 99111

SECTION 1.3 AMERICANA

Regular full-time, part-time and intermittent Certified Nurse Assistants (NACs), Restorative Aides (RAs) Lead Certified Nurse Assistants (Lead NACs), Non-Certified Aides (NATs), Activities Aides, Shower Aides, Cooks, Dietary Aides, Housekeeping Aides, Laundry Aides employed by the Employer at: Evergreen Washington Healthcare Americana, LLC D/b/a EmpRes Americana Health and Rehabilitation Center 917 7th Avenue Longview, WA, 98632

SECTION 1.4 PARK ROYAL

Regular full-time, part-time and intermittent Certified Nurse Assistants (NACs), Restorative Aides (RAs) Lead Certified Nurse Assistants (Lead NACs), Non-Certified Aides (NATs), Activities Aides, Shower Aides, Cooks, Dietary Aides, Housekeeping Aides, Laundry Aides employed by the Employer at: Evergreen at Park Royal II, LLC D/b/a EmpRes Park Royal Health and Rehabilitation Center 910 16th Avenue Longview, WA 98632

SECTION 1.5 NORTH CASCADES

Regular full-time, part-time and intermittent Certified Nurse Assistants (NACs), Restorative Aides (RAs) Lead Certified Nurse Assistants (Lead NACs), Non-Certified Aides (NATs), Activities Aides, Shower Aides, Cooks, Dietary Aides, Maintenance Assistants, Housekeeping Aides, Laundry Aides employed by the Employer at: Evergreen at Bellingham, LLC D/b/a EmpRes North Cascades Health and Rehabilitation Center 4680 Cordata Parkway, Bellingham, WA 98226

~~SECTION 1.6 MISSOULA~~

~~Regular full time, part time and intermittent Certified Nurse Assistants (NACs), Restorative Aides (RAs) Lead Certified Nurse Assistants (Lead NACs), Non-Certified Aides (NATs), Activities Aides, Shower Aides, Cooks, Dietary Aides, Transport Driver, Maintenance Assistant, Housekeeping~~

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

Tentatively Agreed To:

For the Union:

Summer Young (electronically)

Date:

08 June 2021

For the Employer:

Date:

Indef. Coen
6/8/21

SEIU 775 – EmpRes
2021 CBA Negotiations
Union Proposal – 13 May 2021
Employer Counter May 28 2021

Time - _____

~~Aides, Laundry Aides employed by the Employer at: Evergreen at Missoula, L.L.C. D/b/a EmpRes
Missoula Health and Rehabilitation Center 3018 Rattlesnake Drive Missoula, MT 59802~~

~~If the work of a transport driver is being performed by a bargaining unit position, then the
position is in the bargaining unit. If the transport driver duties are generally assigned to the
director or manager of the department, the position is not in the bargaining unit. This applies to
the position and not to individual shifts.~~

SECTION 1.7 FRONTIER

Regularly scheduled full-time, regular part-time and per diem/on-call Registered Nurses (RNs)
and Licensed Practice Nurses (LPNs) employed at Evergreen Frontier Rehabilitation and Extended
Care Center, in Longview, Washington; excluding all other employees, office clerical employees,
confidential employees and guards and supervisors as defined by the Act.

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Tentatively Agreed To:

For the Union:

Summer Young (electronically)

Date:

08 June 2021

For the Employer:

Linda Coue

Date:

6/8/21

ARTICLE 18: WAGES

SECTION 18.1: REPORT PAY

SECTION 18.1.1: REPORT PAY AT ALL CENTERS (EXCEPT ENUMCLAW REHABILITATION AND HEALTHCARE)

Employees who report for work as scheduled and who leave because of low census or other similar reasons, shall be paid no less than two (2) hours' pay at straight-time rate plus differentials, if applicable. Report pay only applies if the employee did not receive prior notice from the Employer of low census or overstaffing.

Prior notice includes leaving a message on an answering machine or with the person answering the telephone at least ninety (90) minutes prior to the start of the employee's shift. It is the responsibility of the employee to provide the Employer with an accurate telephone number. Failure by the employee to do so relieves the Employer of its "report pay" obligation.

SECTION 18.1.2: REPORT PAY AT ENUMCLAW HEALTH AND REHABILITATION CENTER

Employees who report for work as scheduled and who leave because of low census or other similar reasons, shall be paid no less than four (4) hours' pay at straight-time rate plus differentials, if applicable. Report pay only applies if the employee did not receive prior notice from the Employer of low census or overstaffing.

Prior notice includes leaving a message on an answering machine or with the person answering the telephone at least ninety (90) minutes prior to the start of the employee's shift. It is the responsibility of the employee to provide the Employer with an accurate telephone number. Failure by the employee to do so relieves the Employer of its "report pay" obligation.

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Tentatively Agreed To:

For the Union:

Summer Young (electronically)

Date:

08 June 2021

For the Employer:

Lindsey Coe

Date:

6/8/21

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SECTION 18.2: NEW POSITIONS

If during the life of this Agreement the Employer elects to create a new position in the unit defined by Article 1 (Recognition), then the Employer shall give the Union advance written notice of the wage rate. The Union shall have seven (7) calendar days from receipt of such notice to request negotiations on the proposed wage rate. If requested by the Union, the parties shall meet promptly to negotiate the wages for the new position.

SECTION 18.3: REHIRE

If the Employer opts to rehire an individual who worked for the Employer previously (within the past twelve (12) months), the employee shall be paid no less than ~~his/her~~their hourly wage or step when previously employed, if reemployed in the same position as before and the Employer deems that any necessary certification and skill requirements are met as determined by the Employer.

SECTION 18.4: WORK IN A HIGHER CLASSIFICATION

Employees required to work in a higher classification shall be paid the higher rate of pay for all hours worked in that classification.

SECTION 18.5: WAGES ADJUSTMENTS

~~Effective upon July 1, 2018, all employees covered under the agreement shall be placed on the wage scale in Appendix A based on their current step or most recent anniversary date, whichever is greater.~~

~~Effective upon January 1, 2020, all employees covered under the agreement shall be placed on the wage scale in Appendix B based on their current step or most recent anniversary date, whichever is greater.~~

Effective the first day of the pay period following ratification, all employees covered under the

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For the Union:

Summer Young (electronically)

Date:

08 June 2021

For the Employer:

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Date:

6/8/21

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2021 CBA Negotiations

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Time _____

agreement shall be placed on the wage scale in Appendix B based on their current step or most recent anniversary date, whichever is greater.

Employees who transfer from one Center to another Center shall be placed on the wage scale at the appropriate step or maintain their current wage, at the time of transfer, whichever is higher.

SECTION 18.6 ABOVE SCALE INCREASES

Effective ~~July 1, 2018~~ the first day of the next pay period following ratification, employees whose rates and/or service exceed the available scale steps will receive a ~~2.53~~ % increase to their base wage. All employees who, in 2021 already received an increase of 2.5% shall receive an additional 0.5% increase to their wage.

SECTION 18.6.1 RECOGNITION FOR RELEVANT EXPERIENCE

Newly hired Employees shall receive up to ~~3 (three)~~ seven (7) years of experience based on their previous relevant experience. No newly hired employee will receive an hourly rate that is above current employees with the same experience. Such advance placement on the hiring scale will not be considered for the purposes of other benefits.

Within thirty (30) days following the ratification of the Agreement, the Employer will perform an equity review of employee wages covered under this Agreement. Employees previously credited with three (3) years of experience and whose additional experience was not credited shall have their wage adjusted retro-actively to the first pay period following ratification to the appropriate number of years' experience, up to seven (7). The Union will be provided notice and an opportunity to discuss this equity review, though any wage modification will occur at the Employer's discretion following discussion with the Union, if requested.

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For the Union:

Summer Young (electronically)

Date:

08 June 2021

For the Employer:

Lindsey Coen

Date:

6/8/21

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SECTION 18.7: ANNIVERSARY INCREASES

Employees shall receive the anniversary increase to the next yearly available step on the wage scale in the applicable Appendix on the first day of the pay period following their anniversary date. Employees over scale shall receive a ~~2.53~~% increase on their anniversary.

SECTION 18.8: DIFFERENTIALS

Employees shall receive differentials and premium pay at the centers as they are specifically identified in this section.

SECTION 18.8.1 DIFFERENTIAL – ENUMCLAW

LPNs working on night (NOC) shift shall earn a shift differential of ~~two-three~~ dollars (\$~~23~~) per hour for each hour worked in addition to the employee's regular rate of pay.

All other Enumclaw employees who are assigned to work on the nocturnal shift (10 PM to 6 AM) shall earn a shift differential of ~~twenty-five (\$25)~~ ~~two dollars (\$2.00)~~ one dollar and fifty cents (\$1.50) per hour.

Nursing Staff (including LPNs, Nursing Assistants Certified (NACs), Nursing Assistants in Training (NATs), Restorative Aides and Shower Aides who are assigned to work the evening shift (2nd shift) shall earn a differential of seventy-five cents (\$0.75).

SECTION 18.8.2 SHOWER AND RESTORATIVE DIFFERENTIALS

~~CNAs assigned as Shower Aides and/or Restorative Aides at all Washington Centers will receive a differential of one dollar and twenty cents (\$1.20) per hour for each hour worked in addition to the employee's regular rate of pay. CNAs assigned as Shower Aides and/or Restorative Aides at all Montana Centers will receive a differential of one dollar (\$1.00) per hour for each hour worked in addition to the employee's regular rate of pay.~~

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Summer Young (electronically)

Date:

08 June 2021

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Lindsey Coen

Date:

6/8/21

SECTION 18.8.3 DIFFERENTIALS — NORTH CASCADES

All Nursing Assistants Certified (NACs), Nursing Assistants in Training (NATs) and Restorative Aides at North Cascades Health and Rehabilitation Center shall receive the following shift differentials in addition to their base rate of pay:

- Evening Shift - \$0.2575/hour
- NOC Shift - \$1.50

SECTION 18.8.4 DIFFERENTIALS — WHITMAN

All Nursing Assistants Certified (NACs), Nursing Assistants in Training (NATs), Restorative Aides and Shower Aides at Whitman Center shall receive the following shift differentials in addition to their base rate of pay:

- Evening Shift - \$0.75/hour
- NOC Shift - \$1.50

SECTION 18.8.5 DIFFERENTIALS — THE AMERICANA

All Nursing Assistants Certified (NACs), Nursing Assistants in Training (NATs) Restorative Aides and Shower Aides at The Americana Center shall receive the following shift differentials in addition to their base rate of pay:

- Evening Shift - \$0.75/hour
- NOC Shift - \$1.50

SECTION 18.8.6 DIFFERENTIALS — FRONTIER

Weekend Premium Pay: All LPNs and RNs who works on a weekend (defined as the night shift on Friday through the evening shift on Sunday) shall receive one dollar and twenty-five cents (\$1.25)

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For the Union:

Summer Young (electronically)

Date:

08 June 2021

For the Employer:

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Date:

6/8/21

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2021 CBA Negotiations

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Time _____

per hour premium pay for each hour worked on the weekend in addition to the employee's regular rate of pay.

Shift Premium Pay: All LPNs and RNs Employees who work the second (evening) shift shall be paid a premium of seventy-five cents (\$0.75) per hour.

LPNs and RNs who work third (night) shift shall be paid a premium of three dollars (\$3.00) per hour.

SECTION 18.8.4 STACKING

In the event an employee is working on a shift which has two differentials, the employee shall only be eligible for the higher of the two differentials.

SECTION 18.8.5 "CHARGE" OR "SENIOR" DIFFERENTIAL

In any case the Employer establishes a "charge" or "senior" position within the bargaining unit, that employee shall receive a \$2 per hour in addition to their base wage. The Union will be notified when the establishment of the "charge" or "senior" position is contemplated by the employer. The position will be posted in accordance with the Vacancies Section (11.2) of this Agreement. "Charge" and "Senior" positions will otherwise be known as "Lead" Positions. The Labor Management Committee will make recommendations as to the criteria of the Lead position's hiring process.

SECTION 18.9: NO WAGE REDUCTION

No employee shall suffer a reduction in base rate of pay whose current base rate of pay exceeds those contained within this Agreement.

SECTION 18.10: MINIMUM WAGE

Should the minimum wage applicable to any facility increase during the life of the agreement to

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Lindsey Cour

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6/8/21

SEIU 775 – EmpRes

2021 CBA Negotiations

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Time _____

a level which creates a differential between any rate in this contract and said minimum wage which is less than \$0.20, the rates of those classifications shall be increased to a differential at least \$0.20 above the new minimum wage rate. Steps in the subsequent scale shall be adjusted upward to maintain the previously existing ratio between the base and each step.

SECTION 18.12: PAY IN LIEU OF BENEFITS – GENERAL CONSIDERATION AND ADMINISTRATION

Current employees who have PIB will maintain their status (Grandfathered). New employees are not eligible for the PIB option. Employees that are Grandfathered in their PIB status can only choose to opt out of the benefit during the time of annual open enrollment period for medical/health insurance, unless there is a qualifying event (marriage, divorce, new child or death of a spouse), at which time they can switch.

The P.I.B. increment shall be ten percent (10%) of the employee's base rate of pay. All employees paid the same rate of pay shall receive the same P.I.B. increment.

A “grandfathered” employee's P.I.B. election is automatically renewed every April 1st if the employee fails to provide the Payroll/Benefits Coordinator written notice of cancellation of his/her election of P.I.B. during the open enrollment period. An employee elects P.I.B. such employee's benefits anniversary date shall be frozen (for the purposes of benefit accruals) and be renewed at such time as the employee provides timely cancellation of his/her election of P.I.B. Upon an employee's effective date of reinstatement to the benefits accrual program, the employee shall begin to accrue vacation and sick leave, or PTO as designated in this Agreement. Once the choice to opt out of Grandfathered status is made and implemented, the employee is not eligible to re-enter PIB status.

SECTION 18.13: TRAVEL ALLOWANCE AT WHITMAN

All employees shall be eligible to receive ~~twelve dollars~~ fifteen (\$~~12~~15.00) per day if they travel

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Date:

08 June 2021

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Date:

6/8/21

SEIU 775 – EmpRes

2021 CBA Negotiations

Union Proposal V02 – 13 28 May 2021 Employer Counter June 8, 2021

Time _____

greater than 30 miles one way from home to work and ~~six dollars~~ seven dollars and fifty cents (\$~~6.00~~7.50) per day if they travel between 15-30 miles one way from home to work.

SECTION 18.15: INCENTIVES

The Employer may, without acting in a manner resulting in individual favoritism within a job class, implement, modify, or eliminate incentives to encourage safe working practices, hire new employees, retain employees, or motivate employees to work. The Employer will notify the Union in writing of any new or modified incentives prior to implementation and upon request, will bargain with the Union to create and/or clarify perimeters of new incentive program(s) and/or modifications to incentives.

SECTION 18.16: PRECEPTOR PAY (Frontier)

An employee assigned as preceptor to train new hires will receive a premium of \$25 per day for all hours in the preceptor capacity. This premium shall be earned in addition to any other premiums or differentials.

Employees assigned as preceptor responsibilities will have these additional responsibilities considered in their direct patient care assignments.

This preceptor premium does not apply in the event of training students. The employee has the right to decline to train students.

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Tentatively Agreed To:

For the Union:

Summer Young (electronically)

Date:

08 June 2021

For the Employer:

Lindsey Coen

Date:

6/8/21

SEIU 775-EmpRes
2021 CBA Negotiations
ER Proposal- June 8 2021 (emailed to Union 05/28/21, presenting to group 06/08/21)

The employer proposes to delete Article 18.11 from the CBA that applies to RN and LPN positions at Frontier- and proposes to add \$1.00/hour to the RN and LPN hiring rate on the applicable wage scale.

ARTICLE 18.11 Attendance Bonus

~~Effective August 1, 2018, employees who work all their scheduled shifts for an entire calendar month will receive an attendance bonus of \$175.00. The bonus will be paid within two months following the one in which the employee did not call off.~~

~~To receive the bonus, the employee must complete and submit an Attendance Bonus Request form to the Administrator before the 25th day of the month following the perfect attendance month.~~

~~If an employee finds his or her own coverage with a co-worker, fills out and turns in a Change of Schedule form, and the change is approved and noted on the schedule by management or scheduling, he or she will be eligible for the attendance bonus.~~

~~Consistently, an employee that agrees or volunteers to pick up a shift but then calls off for that shift is not eligible for the attendance bonus.~~

~~Approved vacation does not count as calling off.~~

~~Low census scheduled by the Employer does not count as calling off.~~

~~To receive the attendance bonus, an employee must have completed his or her probationary period of ninety (90) calendar days of employment at the facility.~~

Summer Young (electronically)

08 June 2021

Lindsey Cove
6/8/21

ARTICLE 28: TERM OF AGREEMENT

This Agreement shall be effective upon ratification and shall remain in full force and effect unless amended by mutual written agreement of the parties through ~~June 15, 2021~~ August 31, 2022, and year to year thereafter provided, however, that either party may serve written notice on the other at least ninety (90) days prior to the expiration date, or subsequent expiration anniversary date, of its desire to amend any provision hereof.

In evaluating economic proposals, the Employer, Union and/or Arbitrator, shall consider factors normally considered in interest arbitration cases; provided, that to the extent the operator's financial circumstances are considered, the Employer, Union and/or Arbitrator shall limit consideration to the financial circumstances of the specific Employer-facility involved in this Agreement. The Employer, Union and/or Arbitrator shall not establish a collective bargaining relationship that would create an economic disadvantage to Operator by requiring increases in worker pay, benefits, staffing levels and/or shift ratios that both were not adequately reimbursed by Medicaid revenues and prevented Employer's reasonable economic return on operation of the specific Employer-facility covered by this Agreement. The Employer will not be required to provide financial records to the Union or arbitrators. The parties will consider utilizing mediation services before proceeding to the traditional arbitration process.

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

Tentatively Agreed To:

For the Union:

Summer Young (electronically)

Date:

08 June 2021

For the Employer:

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Date:

10/8/21

Classification	Hire Rate	1 Yr Anv.	2 Yr Anv.	3 Yr Anv.	4 Yr Anv.	5 Yr Anv.	6 Yr Anv.	7 Yr Anv.	8 Yr Anv.	9 Yr Anv.
Cert. Nursing Aide CNA/NAC	\$ 16.15	\$ 16.63	\$ 17.13	\$ 17.65	\$ 18.18	\$ 18.72	\$ 19.28	\$ 19.86	\$ 20.46	\$ 21.07
Nursing Aide Registered (NAR)	\$ 15.39	\$ 15.85	\$ 16.33	\$ 16.82 17.32	\$ 17.84 18.38	\$ 18.93 19.50	\$ 20.08 20.68	\$ 21.29	\$ 21.91	\$ 22.54
Restorative Aide/Shower Aide	\$ 17.43	\$ 17.95	\$ 18.49	\$ 19.05	\$ 19.62	\$ 20.21	\$ 20.81	\$ 21.44	\$ 22.08	\$ 22.74
Hospitality Aide	\$ 15.00	\$ 15.45	\$ 15.91	\$ 16.39	\$ 16.88	\$ 17.39	\$ 17.91	\$ 18.45	\$ 19.00	\$ 19.57
Cook	\$ 15.50	\$ 15.97	\$ 16.44	\$ 16.94	\$ 17.45	\$ 17.97	\$ 18.51	\$ 19.06	\$ 19.63	\$ 20.22
Dietary Aide	\$ 15.00	\$ 15.45	\$ 15.91	\$ 16.39	\$ 16.88	\$ 17.39	\$ 17.91	\$ 18.45	\$ 19.00	\$ 19.57
Maintenance Assistant	\$ 15.00	\$ 15.45	\$ 15.91	\$ 16.39	\$ 16.88	\$ 17.39	\$ 17.91	\$ 18.45	\$ 19.00	\$ 19.57
Central Supply Clerk	\$ 16.40	\$ 16.89	\$ 17.40	\$ 17.92	\$ 18.46	\$ 19.01	\$ 19.58	\$ 20.17	\$ 20.78	\$ 21.40
Staffing Coordinator	\$ 16.40	\$ 16.89	\$ 17.40	\$ 17.92	\$ 18.46	\$ 19.01	\$ 19.58	\$ 20.17	\$ 20.78	\$ 21.40
Activities Assistant	\$ 15.00	\$ 15.45	\$ 15.91	\$ 16.39	\$ 16.88	\$ 17.39	\$ 17.91	\$ 18.45	\$ 19.00	\$ 19.57
Social Services Assistant	\$ 15.00	\$ 15.45	\$ 15.91	\$ 16.39	\$ 16.88	\$ 17.39	\$ 17.91	\$ 18.45	\$ 19.00	\$ 19.57
Transport Driver	\$ 15.00	\$ 15.45	\$ 15.91	\$ 16.39	\$ 16.88	\$ 17.39	\$ 17.91	\$ 18.45	\$ 19.00	\$ 19.57
Housekeeping/Laundry Aide	\$ 15.00	\$ 15.45	\$ 15.91	\$ 16.39	\$ 16.88	\$ 17.39	\$ 17.91	\$ 18.45	\$ 19.00	\$ 19.57

Years	% Inc.
Years 1-9	3.0%

Sumner Young (electronically)

08 June 2021

Linda Love
6/8/21

Classification	Hire Rate	1 Yr Anv.	2 Yr Anv.	3 Yr Anv.	4 Yr Anv.	5 Yr Anv.	6 Yr Anv.	7 Yr Anv.	8 Yr Anv.	9 Yr Anv.
Cert. Nursing Aide CNA/NAC	\$ 16.25	\$ 16.74	\$ 17.24	\$ 17.76	\$ 18.29	\$ 18.84	\$ 19.40	\$ 19.99	\$ 20.59	\$ 21.20
Nursing Aide Registered (NAR)	\$ 15.39	\$ 15.85	\$ 16.33							
Restorative Aide/Shower Aide	\$ 17.70	\$ 18.23	\$ 18.78	\$ 19.34	\$ 19.92	\$ 20.52	\$ 21.13	\$ 21.77	\$ 22.42	\$ 23.09
Hospitality Aide	\$ 15.00	\$ 15.45	\$ 15.91	\$ 16.39	\$ 16.88	\$ 17.39	\$ 17.91	\$ 18.45	\$ 19.00	\$ 19.57
Cook	\$ 15.50	\$ 15.97	\$ 16.44	\$ 16.94	\$ 17.45	\$ 17.97	\$ 18.51	\$ 19.06	\$ 19.63	\$ 20.22
Dietary Aide	\$ 15.00	\$ 15.45	\$ 15.91	\$ 16.39	\$ 16.88	\$ 17.39	\$ 17.91	\$ 18.45	\$ 19.00	\$ 19.57
Maintenance Assistant	\$ 15.00	\$ 15.45	\$ 15.91	\$ 16.39	\$ 16.88	\$ 17.39	\$ 17.91	\$ 18.45	\$ 19.00	\$ 19.57
Central Supply Clerk	\$ 16.50	\$ 17.00	\$ 17.50	\$ 18.03	\$ 18.57	\$ 19.13	\$ 19.70	\$ 20.29	\$ 20.90	\$ 21.53
Staffing Coordinator	\$ 16.50	\$ 17.00	\$ 17.50	\$ 18.03	\$ 18.57	\$ 19.13	\$ 19.70	\$ 20.29	\$ 20.90	\$ 21.53
Activities Assistant	\$ 15.00	\$ 15.45	\$ 15.91	\$ 16.39	\$ 16.88	\$ 17.39	\$ 17.91	\$ 18.45	\$ 19.00	\$ 19.57
Social Services Assistant	\$ 15.00	\$ 15.45	\$ 15.91	\$ 16.39	\$ 16.88	\$ 17.39	\$ 17.91	\$ 18.45	\$ 19.00	\$ 19.57
Transport Driver	\$ 15.00	\$ 15.45	\$ 15.91	\$ 16.39	\$ 16.88	\$ 17.39	\$ 17.91	\$ 18.45	\$ 19.00	\$ 19.57
Housekeeping/Laundry Aide	\$ 15.00	\$ 15.45	\$ 15.91	\$ 16.39	\$ 16.88	\$ 17.39	\$ 17.91	\$ 18.45	\$ 19.00	\$ 19.57
Licensed Practical Nurse	\$ 29.00	\$ 29.87	\$ 30.77	\$ 31.69	\$ 32.64	\$ 33.62	\$ 34.63	\$ 35.67	\$ 36.74	\$ 37.84

Years	% Inc.
Years 1-5	3%
Years 6-9	3%

Sumner Young (electronically)

08 June 2021

*Lindy Love
6/8/21*

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 Employer Counter 060821
 (emailed to Union 052821, present to group 060821)

Frontier- LPN and RN wage scale

Classification	Hire Rate	1 Yr Anv.	2 Yr Anv.	3 Yr Anv.	4 Yr Anv.	5 Yr Anv.	6 Yr Anv.	7 Yr Anv.	8 Yr Anv.	9 Yr Anv.
LPN	\$ 29.00	\$ 29.87	\$ 30.77	\$ 31.69	\$ 32.64	\$ 33.62	\$ 34.63	\$ 35.67	\$ 36.74	\$ 37.84
RN	\$ 32.00	\$ 32.96	\$ 33.95	\$ 34.97	\$ 36.02	\$ 37.10	\$ 38.21	\$ 39.36	\$ 40.54	\$ 41.75

Years	% Inc.
Years 1-5	3%
Years 6-8	3%

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