

**Memorandum of Agreement between
SEIU, Local 503 and Avamere Health Services, LLC
Regarding Coronavirus Impacts**

The parties, the Service Employee International Union, Local 503 (SEIU) and the Avamere Health Services, LLC, (Avamere), enter into the following agreement regarding the temporary establishment of a COVID Recovery Unit (TCRU) in the Avamere Laurelhurst Skilled Nursing (LVH) facility.

Preamble

Avamere has reached a cooperative agreement with the State of Oregon to temporarily convert LVH into a COVID Recovery Unit. In support of the effort, SEIU and Avamere have agreed to the following:

1. All operational decision will be at the discretion of Avamere and in compliance with the agreement reached with the State of Oregon.
2. The terms and conditions of the current Collective Bargaining Agreement (CBA) between SEIU and Avamere will continue to be in place for SEIU represented positions at LVH, except as amended here. The terms and conditions of the current CBA will continue to be in place for the employees of Health Care Services Group, except as amended here.
3. Individuals hired into but not previously employed at the LVH in represented positions will be hired as Temporary Union Employees. Temporary employment status may continue for the duration of the facility's designation as a TCRU.
4. Employees of the TCRU will be paid according to the following wage scale:

Represented Position	Hourly Wage
CMA	\$38.00
CNA	\$35.00
Dietary Aide	\$25.00
Maintenance Assistant	\$30.00
Receptionist	\$22.00
Laundry Aide (subcontracted)	\$25.00
Housekeeping Aide (subcontracted)	\$25.00
Floor Aide (subcontracted)	\$25.00

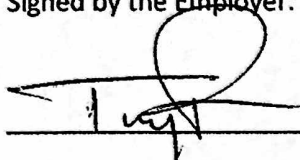
5. The "Extra-Shift Bonus" provisions of the current collective bargaining agreement, Article 10.6, section "d" and section "f" will not apply to the TCRU employees.

The cooperation between the Union and Avamere is critical to support the rapid response opening and operation of the TCRU at LVH. To this end, either party may request to meet to discuss unforeseen circumstances at the TCRU. This meeting must take place within 48 hours of notice by either party, at which time the parties are empowered to modify this LOA by mutual agreement to address unforeseen impacts on the bargaining unit. This timeline also applies to issues regarding HCSG.

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This MOU will expire on upon the termination of the TCRU's operation, estimated to be between June 1, 2020 and July 1, 2020 but no later than July 31, 2020. The agreement may be extended by mutual, written consent of the parties.

Signed by the Employer:



Date:

4/13/20



Date:

4/13/2020

Signed by the Union:

Melissa Unger

Date:

4/13/20

Date:

