

ARTICLE 22- LABOR-MANAGEMENT COMMITTEES

Section 22.1 - A Statewide Labor Management Committee (SLMC) will be established within 60 days of the effective date of the successor contract between Avamere and SEIU 503. The SLMC will be primarily tasked with the following:

- Scheduling quarterly statewide meetings with nursing home staff. The goal of the meetings is to improve communication, fair application of policies, procedures and contract language, problem-solve how to improve resident care and related industry issues.
- The SLMC will be scheduled by Avamere and will be on paid time.
- The SLMC will have an equal number of management and bargaining-unit members.
- SLMC meeting topics will include, but are not limited to, those identified during 2021 bargaining, that are critical to address staffing, turnover, retention and resident care:
 - Turnover
 - Attendance
 - Scheduling.
 - Staffing ratios for CNAs, housekeeping, CMAs and other represented positions.
 - Acuity based staffing.
 - Process improvement and technology.
 - New policies and procedures that impact the job duties performed by bargaining-unit employees.
 - Issues related to the long-term care industry that can be addressed at the Oregon State Legislature and/or federal level.

Section 22.2 - SEIU 503 and Avamere agree to hold monthly worksite specific labor management committee meetings to meet and discuss issues of concern and importance to the Union and Avamere. Such meetings will occur every month and either party may submit items for discussion. The Employer and the Union shall each designate their own committee members. Bargaining Unit LMC membership will not exceed three (3) bargaining unit members, to a maximum of three (3) non-Bargaining Unit Employees, which committee membership may vary from month to month based on the agenda items or for other reasons. Topics for discussion may include, but are not limited to:

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- Resident care
- Training needs
- Staffing levels
- Staff recognition
- Staff morale
- Facility policies
- Scheduling

Bargaining Unit Employees will be paid for such time. This LMC will not have any authority to bargain, or reach agreement over any terms or conditions of employment. This LMC will not have any authority to change any terms of this Agreement.

Section 22.3 - Neither the SLMC nor the worksite specific LMCs have the ability to modify the existing Collective Bargaining Agreement (CBA). However, the SLMC and LMCs are critically important to identifying improvement to both Avamere and Union operations. To this end, the SLMC and worksite LMCs may recommend to the parties changes that SEIU and Avamere may mutually agree to bargain over via an additional Letter of Agreement which may be incorporated into the CBA.

TA 3-18-21


Evan Paster (Mar 19, 2021 10:41 PDT)

Mar 19, 2021

Evan Paster


Andrew Loomis (Mar 21, 2021 17:19 PDT)

Mar 21, 2021

Andrew Loomis








Article 22 - awaiting employer signature

Final Audit Report

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