Letter of Agreement
between
SEIU Local 503 and EmpRes Regarding May 16th, 2021 Wage Increases

1. SEIU Local 503 and EmpRes agree that as of May 16th, 2021, the parties agree to raise the starting pay rates and related pay scales for the following bargaining unit classifications at all SEIU Local 503 represented facilities in Oregon:

Steps	NAT	CNA	CMA
Base	$17.00	$18.00	$21.00
1 year	$17.00	$18.35	$21.35
2 years	$17.00	$18.70	$21.70
3 years	$17.00	$19.05	$22.05
4 years	$17.00	$19.40	$22.40
5 years	$17.00	$19.75	$22.75

**NAT is a nursing assistant for the first 120 days before the person is certified by the Oregon Board of Licensing to become a CNA.*

2. Bargaining unit employees shall have their pay rates adjusted to be in compliance with the wage scale. For example, a CNA with five years of experience shall be paid $19.75 and hour as of May 16th, 2021. No bargaining unit employee shall have their wages reduced as a result of this LOA. No bargaining unit employee who is an NAT, CNA or CMA shall earn less than the base pay rate for each classification as of May 16th, 2021.

3. The parties agree that the above listed increases will be taken into account during future 2021 contract negotiations between SEIU Local 503 and EmpRes. This LOA does not waive either parties' right to bargain on economics, including wages, across all classifications during upcoming 2021 contract negotiations.

4. SEIU Local 503 and EmpRes agreed to be bound by and comply with the grievance and arbitration procedure set forth the CBA for all disputes that may arise with reference to the application or interpretation of this LOA.

IN WITNESS WHEREOF, the Parties have caused this LOA to be signed by their authorized representatives as of May 14th, 2021.

For the Employer
EmpRes

Cindy Cour
Cindy Cour (May 17, 2021 09:15 PDT)

Cindy Sour May 17, 2021

For the Union
SEIU Local 503

MELISSA UNGER (May 17, 2021 12:05 PDT)

Melissa Unger May 17, 2021

MOA 5-14-21 EmpRes wage incrase AWAITING SIGNATURES

Final Audit Report 2021-05-17

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