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Memorandum of Agreement between SEIU, Local 503 and Avamere Health Services, LLC Temporary COVID Recovery Units – March 31, 2021

The parties, the Service Employee International Union, Local 503 (SEIU) and the Avamere Health Services, LLC, (Avamere), enter into the following agreement extending the timelines of two existing Temporary COVID Recovery Units (TCRUs).

Avamere has reached cooperative agreements with the State of Oregon to extend the service life of temporary COVID Recovery Units at Waterford and the Pearl. In support of the effort, SEIU and Avamere have agreed to continue the following conditions at the two TCRUs:

1. All operational decision at any TCRU will be at the discretion of Avamere and in compliance with the agreements reached with the State of Oregon.

2. The terms and conditions of the current Collective Bargaining agreement between SEIU and Avamere will continue to be in place for SEIU represented positions at any TCRU, except as amended here.

3. Individuals hired into but not previously employed at an Avamere facility in represented positions will be hired as Temporary Union Employees. Temporary employment status may continue for the duration of a facility's designation as a TCRU.

4. Employees working in a TCRU at Waterford or at the Pearl will be paid according to the wage scale below:

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.

Avamere reserves the right to implement additional incentive programs focused on employees not assigned to work in the TCRUs in accordance with Article 11.6 of the current collective bargaining agreement.

This MOU will expire on upon the termination of the TCRU's operation: Waterford operations as a TCRU are set to end June 30, 2022. The Pearl operations as a TCRU are set to end May 31, 2022.

The agreement may be extended by mutual, written consent of the parties.

Signed by the Employer:

Date: 4-26-2022

Signed by the Union:

Melissa Unger

Date: 4/5/2022