

**2021 - 2024**

**Collective Bargaining Agreement**  
**Between**  
**SEIU Local 503 and Avamere.**

**Effective May 1st, 2021 to September 30<sup>th</sup>, 2024**

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### **PREAMBLE**

The Service Employees International Union, Local 503, (hereinafter referred to as “the Union”) and Avamere Health Services, LLC, (hereinafter referred to as “the Employer”), collectively referred to as the “Parties”, have entered into this collective bargaining agreement (CBA), effective May 1, 2021. The Parties further recognize and acknowledge the ongoing association of the separate employers listed here:

1. Lebanon Care Center, LLC (doing business as Avamere Rehabilitation of Lebanon)
2. Peckham-Miller, Inc. (doing business as Avamere Rehabilitation of Hillsboro)
3. Mountain View Rehabilitation, LLC (doing business as Avamere Rehabilitation of Oregon City)
4. South Salem, LLC (doing business as Avamere Rehabilitation of Salem)
5. Newport Rehabilitation, LLC (doing business as Avamere Rehabilitation of Newport)
6. Clackamas Rehabilitation, LLC (doing business as Avamere Rehabilitation of Clackamas)
7. Coos Bay Rehabilitation, LLC (doing business as Avamere Rehabilitation of Coos Bay)
8. King City Rehabilitation, LLC (doing business as Avamere Rehabilitation of King City)
9. Twin Oaks Rehabilitation, LLC (doing business as Avamere Twin Oaks of Sweet Home)
10. Junction City Rehabilitation, LLC (doing business as Avamere Rehabilitation of Junction City)
11. Laurelhurst Operations, LLC (doing business as Laurelhurst Village Rehabilitation Center)
12. Eugene Rehabilitation, LLC (doing business as Avamere Rehabilitation of Eugene)
13. Crestview Operations, LLC (doing business as Avamere Crestview of Portland)
14. Medford Operations, LLC (doing business as Avamere Health Services of Rogue Valley)
15. Avamere Transitional Care at Sunnyside, LLC (doing business as Avamere Transitional Care at Sunnyside)
16. Beaverton Rehab and Specialty Care, LLC (doing business as Avamere Rehabilitation of Beaverton)
17. Riverpark Operations, LLC (doing business as Avamere Riverpark of Eugene)
18. Waterford Operations, LLC (doing business as Avamere at Medford – Three Fountains)
19. Ohana Harmony House, LLC (doing business as Bend Transitional Care)
20. Avamere Lake Oswego Operations Investors, doing business as The pearl at Kruse Way

The Parties agree that each listed employer is to associate with the other employers for the purpose of recognizing the Union as the exclusive and sole bargaining representative of a single bargaining unit, as provided for under federal labor law regarding multi-employer bargaining, for the job classifications identified in this collective bargaining agreement, which is presently utilized and employed at each of the separate employers. All facilities are represented in this agreement.

The purpose of this Agreement is to promote harmonious relations between the Employer and its Bargaining Unit Employees; to secure efficient operations; to establish standards of wages, hours and other working conditions for Bargaining Unit Employees within the collective bargaining unit; to ensure that the Employer earns a sufficient return to enable it to employ the Bargaining Unit Employees and other employees; provide the seniors it cares for the quality of life and living environment that they deserve; and, better enable the Employer and the Bargaining Unit Employees to accomplish our Mission Statement: To Enhance the Life of Every Person We Serve.

#### **COLLABORATIVE PARTNERSHIP**

In an effort to promote an effective partnership relationship, the Parties agree that they will treat their respective representatives with dignity and respect, and that employees, supervisors and other members of management will all treat each other with dignity and respect.

Neither the Employer nor the Union will publish newsletter articles or distribute other public communications that are disparaging of the other Party without first having made an effort to resolve the issue with the other Party. Such disparagement would include information relating to specific individuals of the Employer or the Union, issues that would be readily addressed when called to the attention of upper management of the Employer or the Union and are overall contrary to the spirit of cooperation and partnership as represented by this Agreement. It is also an expectation that this spirit of cooperation will exist in all inter-personal communication.

This article is not intended to restrict the ability of the Employer or Union to communicate with Bargaining Unit Employees or union members related to business differences or disagreements between the Employer and Union.

Therefore, the Parties hereunto agree as follows

#### **ARTICLE 1 - RECOGNITION**

- 1.1 Employees Covered By Agreement.** The Employer recognizes the Union as the sole and exclusive bargaining agent for all Bargaining Unit Employees, including LPNs/LPN charge nurses, excluding supervisors, managers, department supervisors, and confidential employees, even if that person is currently the only person in the department, the Staffing Coordinator, the Bookkeeper, RNs. Additions to the Bargaining Unit of new employee groups and/or Employer facilities will be governed by the Neutrality and Voluntary Recognition Process, Appendix D, agreed to by the Parties as well as applicable laws and regulations.
- 1.2 New Employee Notice.** When the Employer hires a new Bargaining Unit Employee, it shall advise that employee in writing, that there is an Agreement with the Union. This notice shall quote the union security and check-off provisions of this Agreement and shall be in the form of Appendix A to this Agreement.

#### **ARTICLE 2 - UNION SECURITY**

- 2.1 Union Security.** Not later than the thirty-first (31st) day following the beginning of employment, or the effective date of this Agreement, whichever is later, every employee subject to the terms of this Agreement shall, as a condition of employment, become and remain a member of the Union, paying the periodic dues uniformly required, or in the alternative shall, as a condition of employment, pay a fee in the amount equal to the periodic dues uniformly required as a condition of acquiring or retaining membership.
- 2.2 Formal Separation from Bargaining Unit.** The condition of employment specified above shall not apply during periods of formal separation from the bargaining unit by any such employee but shall reapply to such employee on the thirty-first (31st) day following their return to the bargaining unit. For purposes of this Paragraph, the term "formal separation" shall include transfers out of the bargaining unit, removal from the payroll of the Employer and leaves of absence of more than one (1) month duration.

**2.3 Union Member List.** The Union shall provide the Employer with a list of bargaining unit employees who have provided a written, electronic or recorded oral request to have monthly Union dues and/or agency fees, plus any additional voluntary Union deductions, deducted from the employee's pay and remitted to the Union ("Union Member List"). Such Union Member List shall similarly identify any membership cancellations or other changes in employee dues, fees or other deductions. If the Union Member List is submitted to the Employer electronically by at least ten (10) calendar days before Employer's next pay date, then the Employer shall process such deductions or changes no later than such pay date; otherwise, Employer shall process such deductions or changes no later than the next following pay date. Any written applications for Union membership, authorizations for Union dues, authorizations for payment of agency fees and/or other Union- related deductions or dues cancellations which the Employer receives shall be forwarded to the Union. The Union will maintain the written, electronic, and recorded oral authorization records and will provide copies to the Employer upon request.

**2.4 Deduction Authorization.** The ability of a bargaining unit employee to revoke their written, electronic or recorded oral dues deduction authorization shall be determined by the terms and conditions of such specific dues deduction authorization. Union shall notify Employer thirty (30) days prior to implementing any material change in such deduction authorization(s) and provide Employer with new blank written deduction authorizations, as necessary.

**2.5 Deductions Collection.** The deductions collected from all employees for any pay dates in a calendar month, together with an itemized statement, shall be remitted to the Union's Salem headquarters no later than the tenth of the following month. An electronic itemized statement showing all new hires shall be sent to the Union no later than ten (10) calendar days following each pay date. This information will be provided in electronic format. This statement shall include the following information for every bargaining unit employee if readily available:

- Name of employee
- Job classification
- Employee Identification Number
- Date of birth

- Gross pay for the pay period
- Regular / Base pay for the pay period
- Hire date
- Work phone number and email address
- Work location
- Home phone number and home address
- Full-time, part-time, or on-call status
- Regular shift (DAY, EVE, NOC)
- Amount of dues deducted from regular / base pay
- Amount of other deducted from regular / base pay
- Regular hours worked

The above statement will include any bargaining unit employees for whom no amounts were deducted and the reason for the lack of deduction (i.e., termination, transfer out of bargaining unit, leave of absence, deceased, new hire, etc.).

**2.6 Condition of Employment.** Upon written notice to the Employer from the Union that an employee has failed to maintain Union membership in good standing (which shall mean payment of dues and fees uniformly required of all members) and has failed to pay appropriate agency fees as described above, the Employer and the Union shall meet with the employee to determine a reasonable resolution. If no resolution is reached, the Employer will, not later than thirty (30) days from receipt of notice from Union, terminate said employee.

**2.7 Indemnity.** The Union will indemnify and hold harmless the Employer with respect to any asserted claim or obligation or cost of defending against any such claim or obligation of any person arising out of the Employer deducting and remitting Union dues, fees, or any other contributions to Union, or for Employer taking any action for the purpose of complying with any of the provisions of this Article. The Union will have no monetary claim against the Employer by reason of failure to perform under this Article.



### **ARTICLE 3 - NO DISCRIMINATION**

- 3.1 No Discrimination.** No employee or applicant for employment covered by this Agreement shall be discriminated against because of membership in the Union or activities on behalf of the Union. Neither the Employer nor the Union shall unlawfully discriminate for or against any employee or applicant covered by this Agreement on account of race, color, religious creed, national origin, citizenship status, lawful political affiliation, veteran status, disability, medical condition, sexual orientation, sex, gender identity, gender expression, age, marital status or any other protected class.
- 3.2 Languages.** In order to operate safely, efficiently and consistently with the rights of facility residents, English shall be used in resident care areas and common areas typically occupied by residents and family members, unless the resident or family members are conversant in a foreign language and wish to communicate with staff in that language. For instructional purposes in resident care areas, languages other than English may be used with consideration for facility residents and family members. The rule to communicate in English does not apply to employee break rooms, casually exchanged greetings, or casual conversations between employees except when such conversations occur in resident care areas or other common areas where residents converge.
- 3.3 Immigration.** The Union and the Employer have a mutual interest in retaining qualified and trained employees. Accordingly, to the extent not addressed by this Agreement, at the request of the Union, the Employer will meet and discuss issues related to compliance with the Immigration Reform and Control Act and any other current or future legislation, government rules or policies related to immigrants, which impact bargaining unit employees.
- 3.4 Non-discrimination.** No employee covered by this Agreement shall suffer any loss of seniority, compensation, or benefits solely due to any changes in the employee's name or social security number, provided that the new social security number is valid, and the employee is authorized to work in the United States. The Employer shall not take action against an employee solely because the employee is subject to an immigration proceeding where the employee is otherwise permitted to work.

**3.5 Workplace Immigration Enforcement.** The Employer shall notify a representative of the Union as soon as practical if the Employer receives a “no-match” letter from the Social Security Administration (“SSA”), if it is contacted by the Department of Homeland Security (DHS, formerly the INS), regarding the immigration status of an employee covered by this Agreement, or if a search and/or arrest warrant, administrative warrant, subpoena, or other request for documentation is presented. The Union agrees that it shall keep confidential any information it obtains pursuant to this provision, and that it will use any such information solely to represent and/or assist the affected employee(s) with regard to the DHS matter. Recognizing the intent of the Article, the Employer will comply with legal authorities, including agents of the DHS only as it deems necessary and appropriate.

The Employer shall permit inspection of I-9 forms by DHS or DOL only after a minimum of (3) three days written notice, or other such period of time as provided by law or where such inspection is otherwise in accordance with the provisions of this Section. The Employer also shall permit inspection of I-9 forms where a DHS search and/or arrest warrant, administrative warrant, subpoena, or other legal process signed by a federal judge or magistrate specially names employees or requires the production of I-9 forms. The Employer shall not provide documents other than the I-9 forms to DHS for inspection or reveal to the DHS the names, addresses or immigration status of any employees in the absence of a valid DHS administrative subpoena, a search warrant, or subpoena signed by a federal judge or magistrate, or where otherwise required by law, or it is otherwise deemed by the employer to be appropriate under the circumstances. To the extent legally possible, the Employer shall offer a private setting for questioning of employees by DHS.

**3.6 Reverification of Status.** No employee employed continuously on or before November 6, 1986, shall be required to document immigration status. The Employer shall not require or demand proof of immigration statuses, except as may be required by 8 USC 1324a (1)(B) and listed on the back of the I-9 form, or as otherwise required by law.

In the event of a sale of a business or its assets, the employer shall offer to transfer the I-9 forms of its employees to the new employer or, at the employer’s option, to jointly maintain the I-9 forms of its employees with the successor employer for the period of three (3) years, after which the successor employee shall maintain said forms. The Employer shall not take adverse employment action against an employee based solely on the results of a computer verification of immigration or work authorization status.

**3.7 Social Security Discrepancies.** In the event that the employer receives notice from the SSA that one or more of the employee names and Social Security numbers (“SSN”) that the employer reported on the Wage and Tax Statements (Forms W-2) for the previous tax year do not agree with the SSA’s records, the employer will provide a copy of the notice to the employee and the Union upon receipt.

The Employee will be provided with an opportunity to address and correct the issue within 60 days or as otherwise allowed by applicable laws and regulations. The employer agrees that within the 60 day timeline, the employer:

- a) will not take any adverse action against any employee listed on the notice, including firing, laying off, suspending, retaliating, or discriminating against any such employee, solely as a result of the receipt of a no match letter or other discrepancy and
- b) will not require employees listed on the notice to bring in a copy of their Social Security card for the employer’s review, complete a new I-9 form, or provide new or additional proof of work authorization or immigration status solely as a result of the receipt of a no-match letter, unless otherwise required to avoid risk of prosecution, and
- c) will not contact the SSA or any other government agency, solely as a result of a no-match from the SSA.

In the event the discrepancy is not resolved within the 60 days, the Employer may take any necessary action, including termination of employment, to correct the issue and avoid risk or liability to the employer. Such action will not be subject to the contractual grievance procedure.

**3.8 Seniority and Leave of Absences for Immigration Related Issues.** Upon request, employees shall be released for up to five (5) unpaid working days per year during the term of the Collective Bargaining Agreement in order to attend to DHS proceedings and any other related matters for the employee and the employee’s immediate family (parent, spouse, and/or dependent child). The Employer may request verification of such leave.

The Employer shall not discipline, discharge, or discriminate against any employee because of national origin

or immigration status, or because the employee is subject to immigration or deportation proceedings, except as required to comply with the law. An employee subject to immigration or deportation proceedings shall not be discharged solely because of pending immigration or deportation proceedings, so long as the employee is authorized to work in the United States.

In the event that an employee has a problem with their right to work in the United States, after completing their introductory or probationary period, the Employer shall notify the Union in writing, and upon the Union's request, agrees to meet with the Union to discuss the nature of the problem to see if a resolution can be reached. Whenever possible, this meeting shall take place before any action by the Employer is taken.

In the event that an employee does not provide adequate proof that the employee is authorized to work in the U.S. following their probationary or introductory period, and their employment is terminated for this reason, the Employer agrees to immediately reinstate the employee to the former position if available, upon the employee providing proper work authorization within 12 months from the date of termination.

If the employee needs additional time, the Employer will rehire the employee into the next available opening in the employee's former classification, as a new hire without seniority, upon the employee providing proper work authorization within a maximum of 12 additional months. The Parties agree that such employees would be subject to a probationary period in this event.

The provisions in Article 8 on pro-rated vacations for terminated employees shall not apply to employees covered by this section.

**3.9 Limited-English Proficient Workers.** English is the language of the workplace. The Employer recognizes the right of employees to use the language of their choice when speaking amongst themselves during work hours provided that such conversations are conducted in a manner that is respectful of residents, patients, families, and other employees and is consistent with quality care.

Upon request of the employee, the Employer will allow the presence of another member of its staff, where such staff is available, to act as an interpreter for employees not fluent in English during any investigation

interview that may lead to discipline or discharge. Where the Employer is unable to so provide an interpreter, the Union may provide an interpreter.

- 3.10 Change of Status/Immigration.** On the day an employee becomes a U.S. citizen, the Employer will compensate the employee with a one (1) time paid personal day off, in recognition of the employee's citizenship.

#### **ARTICLE 4 - MANAGEMENT RIGHTS**

- 4.1 Employer Rights.** It is mutually agreed that it is the duty and the right of the Employer to manage its facilities and direct the workforce. This includes, but is not limited to, the right to hire, transfer, promote, reclassify, layoff, reduce hours, set and administer work performance and disciplinary standards, establish new policies, implement new technology, staff facilities in accordance with state law and the CBA and discharge employees, subject to the conditions as set forth in this CBA.

The foregoing statements of rights of Management and of the Employer functions are all-inclusive and shall not be construed in any way to exclude other functions not specifically enumerated, except when such rights are specifically abridged or modified by this Agreement.

- 4.2 Impact Bargaining.** The Employer will provide the Union with advance notice of planned changes, where such changes may impact bargaining unit employee wages or hours. The Union reserves the right under the National Labor Relations Act (NLRA) to bargain over the impacts to bargaining unit employees of the proposed change. To expedite the impact bargaining process, the Parties agree to the following principles:
1. Impact bargaining is limited to mandatory subjects, as defined by the NLRA, such as wage rates.
  2. Impact bargaining may only be initiated by SEIU Local 503 or the Avamere President of the Nursing Home Division (or the President's representative). Individual Union or Employer staff cannot unilaterally request impact bargaining.
  3. Impact bargaining shall not continue past fifteen (15) calendar days from the first meeting, except by mutual agreement of the Parties.
  4. The Parties are required to bargain in good faith. If the Parties are unable to reach an agreement

within fifteen (15) calendar days from the start of impact bargaining, then the Employer may unilaterally implement the proposed change. 'Good faith' bargaining is defined by the NLRA, which requires the Parties to share information, meet to discuss the issue and work towards common sense solutions.

5. In the extremely unlikely event that either the Union or the Employer engages in 'bad faith' bargaining, then either Party may raise the issue with the National Labor Relations Board (NLRB). This process is defined in law by the NLRA and the policies of the NLRB.

**4.3 No Waiver.** The Employer's failure to exercise any function or responsibility hereby reserved to it, or its exercising any function or right in a particular way, shall not be deemed a waiver of its responsibility to exercise such function or responsibility, nor preclude the Employer from exercising the same in some way not in conflict with this Agreement.

**4.4 Employer Handbook.** The terms and conditions of employment set forth in the prevailing Employer's Employee Handbook shall govern the employment of employees covered by this Agreement when such Handbook's policies do not directly conflict with any express provision of this Agreement. It is understood that the Agreement's provisions shall govern in the event of any conflict. Following ratification of this Agreement, the Employer will provide the Union with a copy of any subsequent change to the Employee Handbook and the Union shall have the right to grieve any such change that directly conflicts with an express provision of this Agreement. The Employer shall continue to update the Union with changes to the Employee Handbook. The Union reserves the right to grieve any new policies, which in the Union's view, conflicts with the CBA. The Union must file a grievance within 30 days of the Union receiving written or electronic notice of the changes.

**4.5 Supervision and Work Assignments.** Employees shall work as directed by supervisory personnel. The Employer reserves the right to establish the number of employees and the work methods necessary to perform any activity, in compliance with the Collective Bargaining Agreement and State and Federal law.

## **ARTICLE 5 - UNION RIGHTS, REPRESENTATIVES & STEWARDS**

- 5.1 Professional Courtesy and Behavior.** The Employer and the Union agree to encourage everyone, regardless of position or profession, to perform in an efficient, courteous, and dignified manner when such individuals interact with fellow employees, facility residents, and visitors. The Employer and the Union agree that all facility employees, managers, and Union representatives will treat each other with dignity, respect, and courtesy. For the purpose of typical labor relations (such as disciplines, the grievance process, LMCs etc.) neither Party shall circulate, or cause to be circulated, any charge or report that is designed to bring another Party into public disrepute or otherwise adversely affecting the integrity, credibility or reputation of such Party. This clause does not require the Union or the Employer to monitor social media posts of bargaining unit and non-bargaining unit staff.
- 5.2 Bullying.** The Employer and the Union agree that behaviors that harm, intimidate or coerce vulnerable individuals can contribute to a hostile work environment. Examples of such behavior include, but are not limited to:
1. Intimidating messages, in various forms, including written, oral, social media, etc.
  2. Obscenities, profanities or vulgar verbal, written comments, images, or gestures, directed at another person.
  3. Degrading and/or targeting a person or group on the basis of a personal, cultural and/or individual characteristics.

The Parties agree that such behaviors cannot be allowed in the workplace. The Parties further acknowledge that routine efforts to manage employee performance, conduct performance reviews and administer Corrective Action (Disciplinary Action) do not constitute prohibited behaviors. Neither the Employer's rights nor the Union's rights in this CBA or under law shall be abridged by this contract provision.

- 5.3 Union Representatives Access.** The Union will furnish the name of the Union representatives to the Employer. Union representatives shall have access to the facility for the purposes of conferring with the Employer, Union Stewards, and/or bargaining unit members, and for the purpose of administering this Agreement. The Union shall provide 24 hours advanced notice of access via email

to the facility Administrator prior to entry to the building. The Administrator may deny access in an emailed response, in the event Union representatives do not provide advanced written notice more than 24 hours prior to entry or under extreme circumstances such as state survey, or contagious illness in the facility. If the Administrator does not provide a written response, the Union representative will not be prohibited from accessing the facility. If the facility visit is in relation to filing of an employee's grievance or the investigation of a potential grievance, the Union representative shall have immediate access to the Employer's premises. Upon entering the facility, the Union representative shall notify the Administrator, or his/her designee, of the representative's presence in the facility. Union representatives shall confer with employees during the employee's non-working time in the employee break room and other non-work areas.

**5.4 Union Information.** The Employer will:

1. Furnish and install at least one (1) bulletin board in each employee break room or each facility for posting of Union notices with a copy being given to management at the time of the posting. This bulletin board shall be no smaller than three feet by four feet (3' x 4'). The Union and Employer will confer upon the location of the bulletin board.
2. Allow the Union to furnish a binder to be kept in the break room for the purpose of storing materials such as membership forms, copies of the contract, Union contact information, and other Union materials.
3. Additionally, as space permits, allow the Union to furnish a secure deposit box and/or a shelf, installed by the Employer on the wall of the break room for the purpose of keeping internal Union information including, but not limited to, Union election nomination forms and ballots, grievance forms, membership surveys, etc.

**5.5 Union Stewards.** The Union shall designate Union Stewards and notify the Employer in writing as to who the Stewards are and any new Stewards or any change in the status of existing Stewards. The Union Stewards' performance of Union work shall not interfere with the operation of the facility nor the performance of an employees' job duties. A Union Steward shall receive their base rate of pay for time spent processing grievances and representing Bargaining Unit Employees in meetings with the



Employer during Stewards' scheduled hours of employment. A Union Steward shall also receive their base rate of pay for time spent representing Bargaining Unit employees in all meetings where the Employer requested that the Steward process a grievance or represent a Bargaining Unit Employee outside of the Stewards' scheduled hours of employment. In no case shall the Employer be required to pay more than one (1) Steward at a time for such work. A Union Steward may communicate with Union Representatives while on work time, in private if requested, not to exceed ten (10) minutes per shift. Such communication shall not interfere with resident care. If Bargaining Unit Employees request time off to attend Steward training, the Employer will make every reasonable effort to approve such requests in consideration of operational needs. Bargaining Unit Employees requesting time off to attend Steward training will make every reasonable effort to comply with Employer's policy for requesting time off.

**5.6 New Union Member Orientation.** Each month, the Employer will provide the Union Stewards in each facility with the names of all employees newly hired into bargaining unit job classifications. The Employer shall provide thirty (30) minutes of paid time for both a Union Steward and the new employees to conduct a New Union Employee Orientation (NUEO). The NUEO shall occur in an Employer-provided room. If Union access is restricted on the day of the orientation (as during viral outbreaks or state surveys), then the Employer shall make the Union Steward and new employees available to meet virtually. The Union is responsible for setting up virtual services, such as a virtual conference line meeting. Such Union Orientations will be mandatory for all Bargaining Unit Employees within their first month of hire.

**5.7 Daily Stipend for Joint Lobby Days.** The Employer will designate two (2) days per calendar year to grant leave time for employees participating in lobby days approved by the Labor-Management Coalition for Quality Care or Avamere. The Union and the Employer may, upon mutual agreement, establish additional days. The Employer will make every reasonable effort to release employees, as designated by the Union for lobby days, considering operational needs. Additionally, the Employer agrees to pay up to two (2) bargaining unit employees per facility a fifty dollar (\$50) daily stipend when such employee(s) incurs lost wages for time spent in conjunction with such approved lobby days. The stipend will be paid in the qualified employee's regular paycheck subject to all payroll rules. The

Employer can alternatively select more than two (2) employees per facility if operational needs allow and the total number of employees participating company- wide does not exceed the overall total of up to two (2) employees per facility. The Union will identify and select the employees eligible for the stipend within the framework above and verify such employee's lobby day participation at the approved event.

**5.8 Volunteer Union Activities.** For employee activity under this Article, including collective bargaining with the Employer, that does not fall under paid time, employees will be able to utilize earned paid time off. Under no circumstance will employees have a reduction

**5.9** of status or lose health care benefits for employee activity under this Article.

**5.10 All Staff Meetings.** When the Employer holds its regularly scheduled All Staff Meetings at the facility, a Union Representative and/or Union Steward shall be given the opportunity to address the Bargaining Unit for up to 10 minutes. Avamere may limit this time for extraordinary circumstances such as viral outbreaks and state surveys.

#### **ARTICLE 6 - PROBATIONARY BARGAINING UNIT EMPLOYEES**

**6.1 Probationary Period.** New Bargaining Unit Employees shall be on probation for ninety (90) calendar days from their date of hire.

**6.2 Retainment of New Hires.** The employer will conduct a performance assessment meeting sometime between the thirtieth (30<sup>th</sup>) and Sixtieth (60<sup>th</sup>) day of an employee's probationary period. The employee's supervisor will review the employee's performance in an effort to identify the skills and behaviors to be improved so that the employee can successfully continue employment beyond the probationary period. The supervisor will confer with the relevant employee Preceptor and/or trainer for input into the probationary employee's performance assessment.

**6.3 No Just Cause During Probationary Period.** At any time during or at the end of the probationary period, the Employer may discharge any probationary Bargaining Unit Employee at will and such

discharge shall not be subject to the grievance and arbitration provisions of this Agreement.

#### **ARTICLE 7 - TEMPORARY BARGAINING UNIT EMPLOYEES**

- 7.1 Temporary Bargaining Unit Employees.** Temporary Bargaining Unit Employees may be hired where the Employer reasonably perceives at the time of the hiring that the work will be of a temporary nature, to meet minimum staffing levels, to replace Bargaining Unit Employees on vacation or leave of absence, to avoid the use of an external employment agency or to address an emergent staffing need within a facility. In the event that the Employer employs temporary Bargaining Unit Employees to address staffing needs, the Employer will immediately notify the Union.
- 7.2 Length of Service.** Temporary Bargaining Unit Employees may be hired for up to four hundred and eighty (480) hours or twelve (12) weeks, whichever is less. Any Temporary Bargaining Unit Employee working consistently at any single facility for four hundred and eighty (480) hours or twelve (12) weeks will become a regular Bargaining Unit Employee. The Union should be notified when temporary Bargaining Unit Employees are hired. If a temporary Bargaining Unit Employee is hired to replace an employee on leave of absence, the four hundred and eighty (480) hours or 12 weeks may be extended for the length of the approved leave of absence. Non-paid volunteers and non-paid interns earning school credits shall not be considered Bargaining Unit Employees, temporary or otherwise, and are not subject to this Agreement.
- 7.3 Union Representation.** Temporary Bargaining Unit Employees shall not be covered by any of the terms of this Agreement and shall be treated for all purposes as outside of the Bargaining Unit and as unrepresented Bargaining Unit Employees. If a temporary employee is hired into a permanent position, their seniority shall be retroactive to their date of hire as a temporary employee.
- 7.4 Permanent Bargaining Unit Employee Return Rights.** If a permanent Bargaining Unit Employee fills a temporary position, the employee will continue to be covered by the terms of this agreement. The employee may return to the prior position when the temporary position ends if the prior position is available. If the prior position is not available, that employee shall be returned to an available position, for which the individual is qualified, equal in wage.

## **ARTICLE 8 - SENIORITY**

**8.1 Definition of Seniority.** A Bargaining Unit Employee's seniority shall be defined as the length of time the employee has been employed at a facility covered by a collective bargaining agreement between the Employer and the Union. If a Bargaining Unit Employee voluntarily or involuntarily (not including termination for just cause) moves to another facility, the Bargaining Unit Employee shall keep their seniority.

**8.2 Accrual of Seniority.**

1. Accrual of seniority begins upon a Bargaining Unit Employee's successful completion of the probationary period and is retroactive to the employee's date of hire.
2. Seniority shall cease to accrue but shall not be lost in the event of a Layoff or leave of absence longer than three (3) months.
3. A Bargaining Unit Employee's seniority shall be lost in the event of: discharge for just cause; failure to return to work upon expiration of an authorized leave of absence; Layoff in excess of twelve (12) months; voluntary resignation or retirement; unless the Bargaining Unit Employee is hired and relocated to another Avamere Facility covered by this Agreement within three (3) months of a voluntary resignation.

**8.3 Layoff.** No layoff, position elimination, or reduction in force shall result in a Bargaining Unit Employee's reduction in wages or loss of bumping rights. No Layoff shall be implemented without:

1. Notifying the Union thirty (30) days in advance. Such notice shall indicate the job classifications, number of hours, and Bargaining Unit Employees who will be affected by the Layoff.
2. The union may request a meeting for the purpose of avoiding or mitigating said Layoff and discussion of the procedures to be followed. Any such meeting shall be held within fifteen (15) days of the notice of Layoff.
3. Probationary and temporary Bargaining Unit Employees within the affected job classification shall be laid off first without regard to their individual periods of employment. Non-probationary Bargaining Unit Employees shall be laid off next in reverse order of their seniority. No more senior employee shall be laid off as long as there is a less senior employee working

hours in the same job classification on the same shift.

**8.4 Reduction of Hours.** During temporary periods of low census, the Employer shall reduce hours in the following manner:

1. The Employer may eliminate full shifts. The Employer may also shorten the length of the work shift of one or more Bargaining Unit Employees per department, per shift.
2. The Employer shall first ask for volunteers who wish to reduce their hours. If there are multiple volunteers, then the Employer will accept volunteers in rotating seniority order, starting with the most senior employee on the shift.
3. If there are no volunteers, and the Employer is going to cancel a full shift or reduce hours, the Employer will cancel shifts or reduce hours for agency staff, float pool, and temporary staff who are qualified to perform bargaining unit work before bargaining unit employees. If the Employer needs to reduce additional hours that include bargaining unit employees, then the Employer will reduce hours in rotating seniority order, starting the rotation with the least senior employee working the shift and progressing to the most senior employee on that shift. A Reduction in Hours shall not be considered a Layoff as defined in Section 8.3, Layoff.
4. Bargaining Unit Employees who volunteer to reduce their hours or who have had their hours reduced have the option of using Paid Time Off, if the Bargaining Unit Employee has accrued Paid Time Off. If the Bargaining Unit Employee chooses not to use available Paid Time Off, then the Bargaining Unit Employee will not be paid for time not worked.
5. No Bargaining Unit Employee will lose eligibility for benefits because of hours reductions that take place, voluntarily or involuntarily, unless the Bargaining Unit Employee is scheduled (on the posted monthly schedule) for an average of less than (30) hours per week for more than (2) consecutive pay periods or as current practice allows.
6. If the hours reduction at a facility persists for thirty (30) or more calendar days, then the Employer shall provide notice to the Union of this situation via an email sent to [nursinghomes@seiu503.org](mailto:nursinghomes@seiu503.org). Upon request, the parties shall meet to discuss the impacts of the reduction at the Statewide Labor Management Committee.

**8.5 Bumping.** A Bargaining Unit Employee whose hours are being cut or who are being laid off may fill any vacant position or may displace a less senior Bargaining Unit Employee in any job classification provided that they have the qualifications to do the job. A Bargaining Unit Employee who is displaced in a Layoff or has hours reduced shall also have bumping rights.

**8.6 Recall.** Whenever a vacancy occurs while employees are on layoff, laid off Bargaining Unit Employees who are qualified to fill the vacancy shall be recalled in order of seniority.

1. Recall rights shall last for eighteen (18) months.
2. Bargaining Unit Employees with recall rights are called "Recallables."
3. The Employer shall notify any Recallable(s) in writing of the Recallable(s)' option to return to employment no less than seven (7) calendar days prior to when the Employer desires that the recallable Employee(s) return to employment.

a) The Recall notice shall be in the form of Appendix B of this Agreement. In the event the Employer sends a recall notice, the Employer will immediately notify the Union. Recallables shall have twenty-four (24) hours from receipt of the Recall Notice sent by registered mail to indicate unequivocally that the Recallable will return to employment ("Yes Notice").

b) If the Recallable fails to provide the Yes Notice, then that Recallable has irredeemably waived Recall rights.

#### **ARTICLE 9 - ASSIGNMENTS & JOB POSTINGS**

**9.1 Job Class and Shift Assignments.** Bargaining Unit Employees shall work in the job classifications and on the shifts for which they were hired or onto which they have been transferred in accordance with the terms of this Agreement.

**9.2 Internet Job Postings.** The Employer may utilize an internet or other computer-based job posting and/or screening system without approval by the Union, so long as the screening component is used solely with persons who are not already Bargaining Unit Employees.

**9.3 Filling Job Vacancies.** When a vacancy in a bargaining unit job occurs, the following principles shall apply in the following order:

1. All vacancies and new positions in the bargaining unit shall be posted for a minimum period of seven (7) calendar days. Postings shall include classification, shift, and rate of pay. "Posted" or "Postings" may include use of an internet or other computer-based job posting and/or screening system but must include a physical posting in the facility next to the facility's time clock or another mutually agreeable location that includes the date written on the notice that the posting was posted.
2. The Employer will offer the vacancy to qualified bargaining unit applicants received in the initial seven (7) day posting. The position will be offered to the bargaining unit applicant with the most seniority at the facility provided that applicant is qualified for the position. If that Bargaining Unit Employee decides not to accept the position, then the vacancy will be offered to the next most senior applicant, and so forth until the pool of bargaining unit applicants is exhausted, or the vacancy is filled.
3. If not filled by a qualified Bargaining Unit Employee applicant, the Employer may then offer the position to a person outside the bargaining unit if that person is qualified. Union Stewards may post the position at any other Avamere facility covered by this Agreement. Bargaining Unit Employees at such facilities shall have the same opportunity to apply for the vacancy or new position as other non-bargaining unit applicants.

**9.4 Scheduling Rights.** Avamere shall maintain a printed, written schedule at each facility that employees can check at any time.

**9.5 Schedule Changes.** The Employer has the right to, upon fourteen (14) days' notice, change the shift, workdays, or schedule of a Bargaining Unit Employee. If, prior to the fourteen (14) day period, the Bargaining Unit Employee represents in writing to the Employer that the Bargaining Unit Employee will not be able to meet the Employee's child or family care arrangements with the directed change, then the Bargaining Unit Employee will have a total of thirty (30) days from the date the Bargaining Unit Employee was informed of the change by the Employer in order to make that change. "Family care" shall mean the care of a child, parent, grandparent, or sibling, or the step relations of any of these persons, or care of a spouse or Domestic Partner as defined in Article 14 of this Agreement.

## **ARTICLE 10 - HOURS, OVERTIME AND SCHEDULES**

- 10.1 Work Week.** The work week shall be Sunday at 12 am through Saturday at 11:59pm.
- 10.2 Meal Breaks.** Bargaining Unit Employees working a shift of six (6) hours or more shall receive a thirty (30) minute unpaid meal break within the shift at a minimum. The meal break shall be scheduled by the department supervisor. If an employee works through all or part of their meal break, they will be paid for that time. A Bargaining Unit Employee must be pre-authorized before working the meal break and is required to note the work on the appropriate Employer documentation.
- 10.3 Breaks and Rest Periods.** Bargaining Unit Employees shall be entitled to a fifteen (15) minute paid rest period for every four (4) hours worked or major fraction thereof. Rest periods shall be scheduled by the department supervisor. If a Bargaining Unit Employee works through his/her break s/he will be paid for an additional fifteen (15) minutes. Further, that employee is required to immediately notify their supervisor and is required to note the work on the appropriate Employer documentation.
- 10.4 Avoiding Interruption to Scheduled Breaks.** Bargaining Unit Employees shall not be called back to work during their breaks except in cases where resident care will be adversely impacted. It shall be the responsibility of the supervisor to ensure that Bargaining Unit Employees are able to take their breaks by scheduling break times (in consultation with the affected employees) and, if necessary, covering the Bargaining Unit Employees' work during the break time.
- 10.5 Work Schedule Posting and Changes.** Work schedules shall be posted as early as practical, but no later than the twentieth (20th) day of the month preceding the month on the schedule. If the Employer uses an online scheduling system, the posted schedule must match the online system. Once work schedules are posted, the Employer must give Bargaining Unit Employees fourteen (14) days notice if changes are to be made to the schedule, unless affected Bargaining Unit Employees approve changes. This Section does not apply where:
1. Additions to hours are necessary pursuant to Section 10.6 of this Article, or
  2. Reductions in hours are necessary pursuant to Article 8- Seniority, Section 8.4-Reduction of Hours.



**10.6 Extra Shifts and the Emergent Use of Mandation.** The Employer may request that employees work extra shifts as necessary to meet operating requirements. In the event extra shifts are requested, the Administrator or the Administrator’s designee shall use the volunteer procedures below in the order in which they appear:

1. The Employer may fill extra shifts that become known to the Employer by posting a list of open shifts with space for Bargaining Unit Employees to sign up for those shifts. If more than one Bargaining Unit Employee signs up for the same shift, then that shift will be assigned to the competing Bargaining Unit Employee in rotating Seniority order.
2. If a Bargaining Unit Employee is at work and the extra shift is within the Employee’s classification, the Employee will be asked.
3. Bargaining Unit Employee volunteers will be asked beginning with the most senior qualified employee, including those that may not currently be at work, but are available and qualified to perform the work.
4. If the Bargaining Unit Employee works all regular scheduled shifts for the pay period, they will receive an “extra voluntary shift premium” of seven dollars and fifty cents (\$7.50) added to their base rate of pay for all actual hours worked from one (1) hour up to eight (8) hours; during the extra shift(s) for that pay period; LPNs who regularly work over 8 hours in a shift shall be paid the extra voluntary shift premium for all hours worked during the extra shift(s) for that pay period. If the Bargaining Unit Employee has an unexcused, unprotected absence during the pay period, the extra voluntary shift premium will be forfeit for that pay period. The extra shift premium will be paid on the following pay period.
5. Bargaining unit employees will not be required to work outside of their scheduled shift (i.e. Mandation) except in emergent circumstances. An example of emergent circumstances may include unplanned absences due to illness. Future shifts that lack sufficient staffing without unexpected absences would not be considered an emergent circumstance. The intent of this language is to prevent mandation from being used as a regular tool for filling shifts while protecting the Employer’s ability to ensure resident safety in emergency staffing situations.
  - In the event of a bona-fide emergency where a bargaining unit employee is mandated to work outside their scheduled shift, employees will receive an extra shift premium of five dollars and fifty cents (\$5.50) per hour added to their base rate of pay.

- No bargaining unit employee shall be mandated to work more than 4 hours beyond their regular shift.
- No bargaining unit employee shall be mandated more than once per ninety (90) continuous calendar days.

6. Emergent mandation will be done in rotating seniority order beginning with the least Senior Bargaining Unit Employee on shift, then moving through Bargaining Unit Employees on shift, then moving to Bargaining Unit Employees off- shift (also in reverse Seniority order). In determining mandated shifts, Management will consider issues of hardship; including, but not limited to childcare needs, school schedules, etc. Bargaining Unit Employees who are required to work extra hours as outlined in this section will be notified of the required extra hours no less than two (2) hours before the end of their scheduled shift, except in extreme circumstances.
7. Extra shifts will be a topic for review and discussion at each regularly scheduled facility LMC meeting.

**10.7 Scheduling Weekends Off.** Weekends off will be scheduled by Employer in an equitable manner.

**10.8 Scheduled Regular Hours.** Bargaining Unit Employees will be scheduled for their regular hours, which shall be defined as the hours for which they were hired, or the hours that have been adjusted, altered, changed, or modified in accordance with this Agreement.

**10.9 Full-Time Employees.** A Bargaining Unit Employee regularly scheduled to and that works an average of thirty (30) hours or more per week over twelve (12) months shall be considered Full Time.

**10.10 Call-Off.** If a Bargaining Unit Employee who reports to work when on the posted schedule is not needed by the facility, the Employee will receive work and/or pay for two (2) hours of their shift. During periods of low census when the Employer needs to call off an Employee or Employees and the Employer are aware prior to the beginning of the next shift that an Employee will need to be called off, the Employer will follow the process defined in Article 8, Seniority, Section 8.4 and will give Employees at least two (2) hours' notice by phone before the starting time that the Employee is scheduled to report for work.

**10.11 Part-Time Employees.** A Bargaining Unit Employee regularly scheduled to and that works less than 30 hours per week over twelve (12) months shall be considered Part Time. Except as set forth in

Article 13, Paid Time Off, Part-time Bargaining Unit Employees will not receive any benefits.

- 10.12 Notice for Shift Absence.** Bargaining Unit Employees who do not provide four (4) hours' notice to their supervisor prior to being absent for a scheduled shift, but do call in prior to the shift, may be considered an unexcused absence and may be subject to discipline, up to and including termination. Notice shall be considered made if: (1) the employee can credibly provide the name of the supervisor notified; (2) the employee can credibly provide the time of the notification; and (3) the person notified is either the Bargaining Unit Employee's immediate supervisor or a person designated by the supervisor or the facility Administrator to be responsible for scheduling.
- 10.13 Per Diem Employees.** The Employer may hire a limited number of Per Diem Bargaining Unit Employees. Per Diem Bargaining Unit Employees are Employees who do not have regularly scheduled hours and may be called in to provide coverage for absent Bargaining Unit Employees. Per Diem Employees must work a minimum of two (2) shifts of work in a month in order to maintain employment. Those Per Diem employees that fail or refuse to work a minimum of two (2) offered shifts a month will have voluntarily resigned from the Per Diem employment. Per Diem Bargaining Unit Employees will not be eligible for benefits.
- 10.14 Switching Shifts.** Provided that no overtime costs are incurred, and patient care is not adversely affected, Bargaining Unit Employees may switch shifts of work, as long as they give the Employer written notice signed by both employees and approved by Staffing Coordinator / Designee.
- 10.15 CMA Staffing.** CMAs shall not be assigned residents for purposes of meeting minimum CNA staffing ratios on day shift and when there are less than two (2) CMAs on evening and NOC shifts. CMAs and should be given 24 hour advance notice before being pulled to the floor to be assigned residents, if conditions allow. CMAs cannot be assigned residents and passing medications at the same time as is prohibited by state law.
- 10.16 Pearl at Kruse Way Memory Care.** If the Employer is unable to schedule sufficient staff to safely attend to resident needs in the memory care area due an unforeseen circumstance such as a caregiver

calling out, then the Employer shall take the following steps (in order):

- Step 1 - Offer the open shift to all eligible employees (such as caregivers, CNAs etc)
- Step 2 - Non bargaining unit personnel, RNs and management, will step in to perform the work that would be performed by the missing employee.
- The Union may enforce this provision of the CBA via the grievance process, only to the extent that the Employer follow step 1 and step 2 of the process above. The grievance procedure shall not result in a payout of lost wages or penalty pay to bargaining unit employees.

**10.17 Exempt Status Employees.** Resident Case Manager LPNs are exempt employees as defined by the Fair Labor Standards Act (FLAS) and are paid on a Salary Basis.

#### **ARTICLE 11 - WAGES AND COMPENSATION**

**11.1 PTO on Paychecks.** Bargaining Unit Employees' earned paid time off will be printed on paychecks.

**11.2 Pay.** Pay will be delivered on or before pay date. A Bargaining Unit Employee will not be required to attend meetings or perform any function for the Employer as a condition of receiving their pay. If a payday falls on a Saturday, pay will be available by 9:00 am the preceding Friday. If a payday falls on a Sunday, pay will be available by 9:00 am the succeeding Monday.

**11.3 Shift Differentials.** All bargaining unit employees who work evening (EVE or 2<sup>nd</sup> shift) or night (NOC or 3<sup>rd</sup> shift) shall receive the following shift differentials on top of the employee's normal hourly pay rate. All LPNs that work a ten (10) or twelve (12) hour shift shall be paid a shift differential for all hours worked.

Shift Differential Chart		
EVE	\$1.00 per hour	2pm to 10pm
NOC	\$1.50 per hour	10:01pm to 6am

**11.4 Longevity and Retention Pay and Bonuses.** The intent behind longevity bonuses is to decrease employee turnover and incentive long-term employees to continue their employment with Avamere. Bargaining Unit Employees shall receive the following longevity bonuses, to be paid on the

first payday after the employee's anniversary date. Any Bargaining Unit Employee who has fifteen (15) or more years of employment at the effective date of the contract shall receive the fifteen (15) year bonus within sixty (60) days of contract ratification.

Longevity Bonus After Passing Anniversary Date (i.e. Hiring Date)	Bonus Value
1st Anniversary	\$100
2nd Anniversary	\$200
3rd Anniversary	\$300
5th Anniversary	\$500
8th Anniversary	\$800
10th Anniversary	\$1000 plus \$40 per month (see 11.5)
15th Anniversary	1500
20th Anniversary	\$2000

**11.5 Ten Year Longevity Bonus.** At ten years of employment, full-time bargaining unit employees shall receive an additional longevity bonus of forty dollars (\$40) per month to be paid starting on the first payday after the employee's anniversary date.

**11.6 Incentive Programs.** The Employer may, without acting in a manner resulting in individual favoritism within a job class, implement, modify, or eliminate incentives to hire new employees, retain current employees, motivate employees to work as needed, encourage safe working practices, or for any other business reason, as long as the incentive program(s) was not specifically bargained for in this CBA.

**11.7 Minimum Wage Adjustments.** If at any point wage rates for bargaining unit employees fall below the State of Oregon minimum wage rates, then the Parties will engage in impact bargaining over the matter.

**11.8 Experience Credit.** Every bargaining unit employee shall be placed on a wage table step. Employees should not have wage rates that are between wage steps. No bargaining unit employee shall lose pay as a result of placing employees on the wage steps. Individuals hired into Bargaining Unit represented positions will be given credit for prior years of experience in an identical position within

Avamere and/or the Long-term Care industry, upon verification. The Union and the Employer agree that this Experience Credit Grid will be effective upon ratification. The Union and the Employer shall develop mutually agreed process to verify that every bargaining-unit employee is placed at the correct step of the wage table. This process must be coordinated at a senior Union and Employer level. It is not in the interest of either Party for individual employees to negotiate their current step level with their facility administrator.

1. Bargaining unit LPNs will be credited for years of experience based on the initial issuance date of the LPN license by the Oregon State Board of Nursing. LPNs with prior LPN work experience with Avamere will be given credit for 100% of their time worked for the purposes of placement on the LPN wage step scale. For example, an LPN with four years of licensed LPN experience in the State of Oregon shall be placed on step 4 of the LPN wage scale. For example. An LPN with 5 years of work experience as an LPN in the State of Oregon, but with only 2 years of LPN work experience with Avamere shall be placed on step 5 of the LPN wage scale.
2. CMA Credit. CMAs with prior CNA experience will be given credit for 100% of the prior CNA experience for placement on the CMA scale. CMAs with work experience at another employer (not Avamere) will be given credit for 50% of the prior CNA experience. CMAs promoted from a Med Tech position at an Assisted Living Facility will be given credit for 50% of the Med Tech experience for placement on the CMA scale.
3. RA Credit. RAs with prior CNA experience will be given credit for 100% of the prior experience and placed on the RA wage scale at the step that provides a minimum of \$0.75 increase over the CNA wage scale step consistent with the CNA experience. Example: RAs with CNA experience at another location or business will be given credit for 50% of the prior CNA experience.
4. CNA Credit. CNAs will be credited with years of experience based on the initial issuance date of the CNA certification by the Oregon State Board of Nursing. CNAs with prior Caregiver experience at an Assisted Living Facility shall be given credit for 50% of the prior experience for placement on the CNA scale. A CNA that acquires or has a CNA 2 certification will be placed on the wage scale in the

CNA 2 job classification at the step based on the experience grid.

5. Dietary Services Credit. Cooks and Dietary Aides will be given credit for prior service with the Employer in the same role. Cooks with prior Dietary Aide experience will be given credit for the Dietary Aide experience and will be placed on the Cook wage scale at the step that provides a minimum of \$0.75 increase over the Dietary Aide wage scale step consistent with the Dietary Aide experience. Example: Cooks with Dietary Aide experience at another location or business will be given credit for 50% of the prior Dietary Aide experience for placement on the Cook scale.

6. Housekeeping and Laundry Services Credit. Individuals employed in these department will be given credit for prior years of service in a Long-term Care setting. Individuals will be given credit for 50% of prior experience in a non-Long-term Care, Healthcare setting.

No Bargaining Unit Employees being promoted from a non-nursing position or job classification into a bargaining unit represented nursing position or job classification will receive a pay cut or reduction as a result of the promotion.

### Experience Grid

Position	Same Position Within Avamere	Same Position Within Longterm Care	Same Position Outside of Longterm Care	Other Experience within Avamere	Other Experience Outside of Longterm Care
CMA	100%	100%	50%	100% (CNA)	50% (CNA)
RA	100%	100%	50%	100% (CNA)	50% (CNA)
CNA / CNA2	100%	100%	100%	100% (CareGiver)	50% (CareGiver)
LPN*	Avamere counts 100% of licensed LPN experience in Oregon.			NA	NA
Cook	100%	100%	50%	100% (Dietary Aide)	50% (Dietary Aide)
Dietary Aide	100%	100%	50%		
Reception	100%	100%	50%		
Activities Assistant/Bus Driver	100%	100%	50%		
Housekeeping/Laundry	100%	100%	50%		
Maintenance Assistant	100%	100%	50%		

**11.9 Wage Scales and COLAs.** All bargaining unit employees shall be paid according to Appendix C: Wage Scales. Each year on an employee's anniversary date, the employee will move to the next higher step on the wage scale within their job classification.

In year one (1), beginning with the May 1st, 2021 Implementation, Bargaining Unit Employees move to the Wage Scale built on an \$18.00 per hour starting rate for CNAs (See Appendix C: Wage Scale). Each year on Employees' anniversary date employee will move to the next higher step on the wage scale within their job classification. In subsequent years of the collective bargaining agreement, the Parties agree to revisit the Wage Scale as follows:

1. April 1st, 2022, the Parties will engage in a wage scale reopener regarding the economic value of the formula agreed to by the Alliance and the Union, to apply funds towards a COLAs as of May 1st, of 2022. This COLA may be applied retroactively. The intent of this process is to keep Avamere wage



rates competitive in Oregon.

2. April 1st, 2023, the Parties will engage in a wage scale reopener regarding the economic value of the formula agreed to by the Alliance and the Union, to apply funds towards a COLAs in May 1st, of 2023. This COLA may be applied retroactively. The intent of this process is to keep Avamere wage rates competitive in Oregon. The parties shall work together to calculate and implement retroactive pay from May 1<sup>st</sup>, 2023 to the present for the following job classifications: ALF care giver, NA, ALF med aide, med tech, CNA, rehab aide/CNA 2, CMA, CNA on call, CMA on call, cook assistant, feeding assistant, dietary aide, dishwasher, housekeeping, laundry, reception, activities assistant, bus driver, wait staff. If as of May 1<sup>st</sup>, 2023, a non-LPN bargaining unit employee earns an hourly wage above step 10 of the wage scale, then that employee shall receive a .75c raise.
3. A COLA is to be awarded in years 2 and 3. The COLA will be determined by the 'formula' negotiations with the Alliance employers (to take place between July 5 - Sept 30, 2021). If the Parties are unable to reach an agreement by September 30, 2021, then Avamere and SEIU 503 will enter direct negotiations to determine an Avamere/SEIU 503 specific formula.

**11.10 Salary Based Compensation:** Resident Care Manager-LPN role is an exempt position as defined by the Fair Labor Standards Act. As such, employees that occupy these positions are compensated on a salary basis. The contractual wage scale for the RCM-LPN role is an hourly equivalent representation of the salary.

**11.11 LPN Wage Scale Implementation:** The LPN wage step scale shall be implemented as of the execution of this agreement (i.e. ratification date of the parties). The Employer shall have two pay periods from the date of CBA ratification to place staff correctly on the pay scale and issue any backpay owed to employees. Per 11.7, Experience Credit, of this CBA, all LPNs shall be credited for their licensed years of experience per the Oregon Board of Nursing and shall be placed on the LPN wage scale based off verified experience. No LPN shall experience a decrease in wages as a result of placement on the scale or any other aspect of this agreement. No LPN shall be placed in-between

steps.

If, as a result of wage placement, an LPN's wages fall in-between steps, then the LPN shall be placed at the next higher step.

#### **The Roxy Stennett Clause**

- If, due to wage placement, an LPN's wage placement results in a raise of less than 3%, then the LPN's wage rate shall be increased to a higher step that results in a minimum of a 3% raise (this provision may require an employee's wage rate to be increased by multiple steps on the wage scale in order for the employee to receive a minimum 3% raise).
- If, as of contract ratification by the Employer and the Union (\*bargaining note, date unknown at time of TA, pending ratification vote), an LPN earns an hourly wage above step 15 of the wage scale, then the employee shall receive a 3% raise.

The LPN wage scale is not subject to the May 1<sup>st</sup>, 2023 wage increase to be received by other bargaining unit non-LPN employees.

The Parties will remove any classifications that are no longer in effect and include any classifications that were unintentionally left off the wage scale for existing bargaining unit employees. The intent of this language is to accurately capture the existing workforce.

### **ARTICLE 12 - HOLIDAYS AND PERSONAL DAYS**

**12.1 Holidays.** The following days shall be paid holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and December 25<sup>th</sup> (Christmas) Day. Upon written request with reasonable notice, a Bargaining Unit Employee may substitute one other day for either Memorial Day, Independence Day, or Labor Day, in which case, that otherwise-holiday shall not be considered a holiday for that Bargaining Unit Employee. 'Reasonable notice' shall mean no less than thirty (30) days' notice.

**12.2 Scheduling Holiday Time Off.** Time off for Holidays shall be scheduled in an equitable manner, taking

into consideration: the needs of the residents, the Employer's needs and judgment, and the interests of the Bargaining Unit Employees.

- 12.3 Premium Pay on Holidays.** If a Bargaining Unit Employee works on a Holiday, the employee will receive double their regular rate of pay for all hours worked on the Holiday. However, in order to receive two times the regular rate, the Employee must work their scheduled holiday shift, the scheduled shift immediately prior to the Holiday shift, and the employee's scheduled shift immediately after the holiday shift.
- 12.4 Holiday Hours.** For the purposes of this article, 'holiday' is defined in twenty-four (24) hour increments. For example: for a shift beginning at 10:00 pm on December 24 and ending at 6:00 am on December 25th, a Bargaining Unit Employee will receive their regular rate of pay for the first two (2) hours of the shift and holiday pay for the last six (6) hours of the shift.
- 12.5 Work on a Holiday.** Except where stated in Section 12.1 of this Article, if a bargaining-unit employee does not work on a holiday, the employee shall not receive pay.
- 12.6 Paid Personal Day.** Regular full time and regular part time employees shall be entitled to one paid personal day per year. This benefit shall be pro-rated for part time employees. Employees must have completed their probationary period to be eligible for a personal day. Personal days shall be scheduled by mutual agreement between the Employer and employee.

### **ARTICLE 13 - PAID TIME OFF**

- 13.1 PTO Accrual.** Bargaining Unit Employees shall be entitled to paid time off each year (in addition to holidays and specific leaves described in Article 14- Additional Paid Leave), pro-rated for part time employees. The "year" refers to each Bargaining Unit Employee's individual employment year dating from their hiring. The end of each Bargaining Unit Employee's year is their "Anniversary".

Paid Time Off will accrue on a per pay period basis as follows:

Length of service	Per Pay Cap
After 90 days	2.50 hours
13-60 months	4.17 hours
61-120 months	5.83 hours
121-180 months	7.50 hours
181+ months	9.00 hours

**13.2 PTO Accrual Caps.** Full-time Bargaining Unit Employees PTO shall be capped as follows:

Length of service	Full-time Annual Accrual
After 90 days	60 hours
13-60 months	100 hours
61-120 months	140 hours
121-180 months	180 hours
181+ months	216 hours

**13.3 PTO Cap Process.** Bargaining Unit Employees shall accrue PTO on an ongoing basis from their date of hire but once a Bargaining Unit Employee reaches the cap, the employee shall not be permitted to accrue any additional PTO until they have used PTO such that their PTO drops below the cap.

**13.4 PTO Request Approval Process.** If Paid Time Off is requested in advance, the Employer will approve or deny the request in writing within fourteen (14) days of having received the written request. Paid time off requests made more than two (2) months in advance shall not be unreasonably denied. Written requests for PTO may be made up to six (6) months in advance of the requested time off. Written requests will be considered on a first come, first served basis. If two or more written requests for the same time off are received within a twenty-four (24) hour period, and if the Employer is inclined to honor the request, then the request shall be honored on a Seniority basis, as Seniority is defined elsewhere in this Agreement.

### **13.5 PTO and Termination of Employment**

1. Resignation with proper notice – Employees who resign with proper notice (a minimum of 2 weeks), will be eligible to receive payment for all PTO earned hours at 100% the value.
2. Resignation without proper notice – Employees who resign without proper notice (less than 2 weeks) will not be paid any earned PTO time.
3. Termination for Cause – Employees who are terminated for cause will not be paid for earned PTO time.
4. Employees may designate a beneficiary for unused PTO in the event of death.

**13.6 PTO Use for Illness.** Bargaining Unit Employees may use paid time off for an illness or to care for family members who are ill.

**13.7 PTO Based on Regular Pay Rate.** Any Paid Time Off shall be at the employee's regular pay rate.

**13.8 Calling Out Sick.** Bargaining Unit Employees shall not be required to find their own replacements if they use paid leave or if they use unpaid leave when they call out sick.

**13.9 Leaving Work Early Due to Illness.** A Bargaining Unit Employee who leaves work early due to illness or a personal emergency may use PTO for the hours of their scheduled shift(s) that were not worked.

*\*The regular hourly rate does not include shift differentials and any incentive pay for regular PTO. The regular hourly rate does include shift differentials for eligible sick time in accordance with Oregon Sick Leave Law. \*"Family members" include Domestic Partners as defined in Section 14.1, Bereavement Leave. \*The word "employee" shall mean Bargaining Unit Employee.*

### **ARTICLE 14 - ADDITIONAL PAID LEAVE**

Bargaining Unit Employees, after their probationary period, shall be entitled to additional paid leave as follows:

**14.1 Bereavement Leave.** A Bargaining Unit Employee shall be paid their regular rate of pay for up to three (3) scheduled working days absence in the event of the death of an immediate family member. For the purpose of

this Article, "immediate family" shall include the employee's parent, spouse, sibling, grandparent, child, grandchild, corresponding "step" relations, in-law relations, domestic partner or another member of the immediate household. "Domestic partner" shall mean a person of either gender who is neither married nor related by blood or marriage to the employee; is the employee's sole spousal equivalent; lives together with the employee in the same residence and intends to do so indefinitely; and is responsible with the employee for each other's welfare. A domestic partner relationship may be demonstrated by any of the following types of documentation: a) a joint mortgage or lease; b) designation of the domestic partner as beneficiary for life insurance; c) designation of the domestic partner as primary beneficiary in the employee's will; d) domestic partnership agreement; e) powers of attorney for property and/or health care; and f) joint ownership of either a motor vehicle, checking account or credit account.

- 14.2 Jury/Witness Duty Leave.** A Bargaining Unit Employee who is called to serve as a juror shall receive pay for each workday missed, for up to three (3) days paid leave. A Bargaining Unit Employee who is subpoenaed as a witness in any court shall receive unpaid leave; if, however, the Bargaining Unit Employee is called as a witness in a matter in which the Employer is a Party, the Employee will be paid for that time.

#### **ARTICLE 15 - UNPAID LEAVE**

Bargaining Unit Employees who have completed their probationary period shall be eligible for unpaid leave.

- 15.1 Family Leave.** The Employer shall comply with the terms of the Oregon and Federal Family and Medical Leave Acts. Such compliance shall not diminish any additional rights offered by the language of this Agreement.
- 15.2 Non-Work-Related Disability Leave.** Bargaining Unit Employees who are disabled due to injuries, illness, or pregnancy, will be eligible for disability leave of up to six (6) months. A disability leave may run concurrent with Family leave. The Employer may fill the position. Leaves for more than six (6) months may be granted at the discretion of the Employer. At the end of any such leave (regardless of duration), the Bargaining Unit Employee shall be returned to a position that is comparable in terms of pay and job classification, but which may be on a different shift.

- 15.3 Military Leave.** Leaves of absence for the performance of duty with the US Armed Forces or with a reserve component shall be granted in accordance with applicable law.
- 15.4 Union Leave.** A leave of absence for a period not to exceed six (6) months shall be granted to one Bargaining Unit Employee during the term of this contract in order to accept a full-time position with the Union, provided that such a leave will not interfere with the operation of the Employer. At the end of any such leave, the Bargaining Unit Employee shall be returned to a position that is comparable in terms of pay and job classification, but which may be on a different shift.
- 15.5 Retention Leave.** Avamere may grant a Bargaining Unit Employee an additional unpaid, protected leave of absence for ongoing personal medical/mental health issues. Employees who have been employed a minimum of one (1) year, have exhausted available disability, State and/or federal leave options and are unable to return to work due to an ongoing serious health condition may be granted an additional 12 weeks of unpaid leave. The Employee must provide the employer with supporting documentation provided by a licensed healthcare provider every 30 days to confirm the necessity for continued leave. If the employee is able to return to work within the additional twelve (12) weeks, then the employee shall be returned to active employment in the position previously held. If that position is no longer available, the returning employee may be reinstated to any available position for which the employee is qualified. The returning employee may not displace or bump another employee in order to resume employment. The employee will not accrue additional time off benefits and will be required to pay the employee portion of any applicable insurance premiums during the leave. The employee will be credited for all of their seniority during the leave period, upon return to work. Continuation of benefits during a Retention leave will be the sole responsibility of the employee on leave.
- 15.6 Other Leaves.** Leaves of absence may be granted by the Employer at its sole discretion.

## **ARTICLE 16 - RETIREMENT**

The 401(k) plan will continue with the following provisions:

- 16.1 Eligibility.** Employees will be eligible after ninety (90) days of employment and eighteen (18) years old or older.
- 16.2 Employee Enrollment.** Employees will be automatically enrolled in a 401(k) plan once the employee passes their 90 day probationary period. Employees may decline automatic enrollment.
- 16.3 Employee Contribution.** Employee can defer up to the maximum amount allowed by law.
- 16.4 Employer Match.** The Employer may, in its sole discretion, match the Employee's contribution, which is not discretionary.
- 16.5 Contribution Amounts.** Contributions must be made in whole percent increments.
- 16.6 Hardship Withdrawals.** Hardship withdrawals are available for the Employee under federal law. Employee loans against 401(K) accounts are not available.
- 16.7 Provider Changes.** If the Employer changes 401(K) provider, then the Employer will notify the Union.

## **ARTICLE 17- TUITION ASSISTANCE**

- 17.1 Program.** The Employer will provide tuition assistance for qualified full-time Bargaining Unit Employees up to a maximum of \$6,000 a year. Bargaining Unit Employees participating in the program will be reimbursed for tuition, books/supplies no later than thirty (30) days after submitting the receipts to the Employer.
- 17.2 Application Process.** To apply for the continuing education benefits, the Bargaining Unit Employee must:



1. Submit a written proposal, to include class sought, requirements to be completed, time frame, estimated costs, projected classes, and the Employee's goals once the education requirement is completed. The facility administrator must sign off on the application;
2. Have an excellent evaluation from the facility immediately prior to the formal education request; and
3. Sign an agreement that states that the cost of education will be repaid to the Employer from the employee's paycheck under the following conditions:
  - a. Failure to complete the course with a passing grade of C or better; or
  - b. Bargaining Unit Employee resigns or is terminated within one (1) year of the date of completion of the course.

Tuition Assistance will be considered a loan that is made for the exclusive benefit of the Bargaining Unit Employee. The only purpose of defining this as for the "exclusive benefit of the Bargaining Unit Employee" is that the loan be repaid to the Employer, including but not limited to his/her last paycheck. The loan is repayable only under the following conditions: Failure to complete the course with a passing grade of C or better; Bargaining Unit Employees resigns or is terminated within one (1) year of the date of completion of the course.

**17.3 Eligibility.** The Bargaining Unit Employee must work at least one (1) year before being eligible for educational benefits. The Company's management designee, who has the option of interviewing the Bargaining Unit Employee to review the education benefit, will review the proposal.

**17.4 Certification and Renewal Fees.** The Employer shall reimburse for the following: C.N.A., C.M.A., RA, CPR, and Food Handlers certification. The Employer shall reimburse Bargaining Unit Employees within 30 days of receipt for fees paid to maintain certifications required as a condition of employment in their job classifications.

#### **ARTICLE 18 - EMPLOYEE RIGHTS AND JUST CAUSE CORRECTIVE ACTION**

**18.1 The Right to Organize.** Avamere employees have the right to participate in or decline to participate in union activities as defined by applicable law. Neither the Union nor the Employer will coerce, intimidate, discriminate or retaliate against any Employee for participation or declination to

participate in union activities. If Either the Union or the Employer believes an employee, the Union or the Employer to be in breach of this Article, then senior Union and Employer representatives shall meet to discuss the issue and possible resolutions, before discipline is issued to any employee.

**18.2 Just Cause.** The Employer shall have the right to engage in Corrective Actions, which may include discharge (also referred to as termination) or discipline, with any Bargaining Unit Employee, when the Employer has found just cause for Corrective Action. Corrective Action shall be issued with the intent to improve the performance of the employee, to reduce or eliminate disruptive and inappropriate conduct to support the employee's success and/or improve the work environment. Corrective Action cannot be issued in a discriminatory or retaliatory nature. The grounds for Corrective Action, including discharge from employment, are set forth in the Employer's Employee Handbook and Policies. Those grounds listed are examples only and are not an exclusive list. The Union and Employer acknowledge the Employer's right to have Corrective Action policies in its Employee Handbook so long as the Employer follows the principles of just cause. Offenses warranting immediate discharge shall include but not be limited to a single serious action or inaction that is misconduct towards a resident, or repeated action or inaction that is abuse or neglect. To decide if an action or inaction is serious, the Employer shall consider the following factors (no one factor is determinative, but all factors should be considered when deciding if the action or inaction was serious):

- Was there physical or psychological injury to the resident?
- Were immediate remedial steps taken by the Bargaining Unit Employee?
- Was there recognition and contrition on behalf of the Bargaining Unit Employee?
- Do the Bargaining Unit Employee's actions show disregard for the resident?
- Did failure to follow the care plan cause injury to the resident?
- Was it reasonable to expect the Bargaining Unit Employee to know what should have been done?

A government finding of abuse or neglect is not required for a conclusion that the Bargaining Unit Employee's action or inaction is defined as such. Notwithstanding any other language in this Agreement, any Bargaining Unit Employee terminated and who is later found responsible for abusing, neglecting or mistreating a resident in a final administrative action that is not under appeal or in a court of law shall be deemed to have been

terminated with just cause. Further, any Bargaining Unit Employee terminated because the Employer is legally required to do so shall be deemed to have been terminated for just cause.

- 18.3 Resident Information.** Where a Bargaining Unit Employee Grievance involves direct resident information, the Employer's failure to produce the affected resident as a witness in and of itself is not grounds to overturn a discharge, suspension or other Corrective Action issued for misconduct towards a resident, provided the Employer has other means of establishing evidence against the Employee.
- 18.4 Corrective Action Process.** If a supervisor has reason to issue Corrective Action to a Bargaining Unit Employee, the supervisor shall make a reasonable effort to impose such Corrective Action in a timely manner that will not unduly embarrass the employee before other bargaining unit and non-bargaining unit employees, the residents, family members or the public. All employees are entitled to be treated with respect and dignity at all times. If any conversation may lead to Corrective Action, the employee shall be informed of such and shall be given the opportunity to have Union representation present during such conversation. Such conversation shall include the supervisor's explanation of why the Bargaining Unit Employee is being investigated or issued Corrective Action. The supervisor may also elect to have a witness present during the conversation. In a situation involving suspension of a Bargaining Unit Employee, the supervisor will provide explanation to the Bargaining Unit Employee for why the suspension is being given before the suspension begins. If a suspension is given for the purpose of investigation and such investigation is unable to substantiate the allegation(s) then the Bargaining Unit Employee will be paid for the time spent on suspension. The Bargaining Unit Employee will receive that pay on the pay period following the suspension.
- 18.5 Principles of Progressive Discipline.** Except for offenses so serious as to warrant immediate termination, the Employer will apply the principles of progressive discipline when issuing Corrective Action. The principles of progressive discipline shall be used except when the nature of the problem requires more serious immediate Corrective Action.

The Union acknowledges that the Employer has the legal right to issue documented verbal coaching and

counseling. Coaching and counseling is not considered formal progressive discipline, but an opportunity for the Employer to educate bargaining-unit employees (including, but not limited to) policies, procedures and performance. As such, the Union is prohibited from filing a grievance for documented coaching and counseling. The Employer shall automatically deny grievances filed against documented coaching and counseling. Progressive discipline includes the following steps:

***Corrective Action Steps***

Step 1	Documented Written Warning
Step 2	Documented Written Warning #2
Step 3	Final Written Warning
Step 4	Termination of Employment

**18.6 Discharge and Suspension Notification.** The Employer will notify the Union in writing of any suspension or involuntary termination of employment of a Bargaining Unit Employee within forty-eight (48) hours (exclusive of Saturdays, Sundays, and holidays) from the time of suspension or termination.

**18.7 Grievances.** Grievances about termination of employment will start at Step 2 of the grievance process.

**18.8 Corrective Action in the Personnel File.** All records of Corrective Action will be retained in the employee's personnel file. Corrective Actions will be valid and active for a period of at least twelve (12) months, unless concluded earlier at the sole discretion of the employee's immediate supervisor. A record of Corrective Action related to resident care shall be active for twenty-four (24) months after it was issued, except that if a Bargaining Unit Employee receives a related discipline during the twenty-four (24) month period, the original Corrective Action will active until twenty-four (24) months have elapsed during which the Bargaining Unit Employee received no related Corrective Actions. This provision shall not apply to Corrective Action issued for resident abuse, resident neglect, sexual or racial harassment, medication errors, or other behavior that violates state or federal law which will

have no expiration date.

#### **ARTICLE 19 - PERSONNEL RECORDS**

**19.1 Personnel Files.** Personnel files are the Employer's property. A Bargaining Unit Employee shall be permitted to examine all materials in their personnel file within three (3) working days of making such a request. The records may be reviewed in the presence of an Employer representative. The Bargaining Unit Employee may request in writing and will receive a copy of the personnel files within five (5) working days, upon written request. "Working days" shall mean non-weekend/holiday days.

**19.2 Disciplinary Materials and Evaluations.** No Corrective Action, disciplinary material and/or evaluations shall be placed in a Bargaining Unit Employee's personnel file unless the employee has had an opportunity to review, sign and receive a copy. Signing a Corrective Action form constitute acknowledgement of the document but does not necessarily represent agreement with the Corrective Action. Refusal to sign a Corrective Action does not invalidate the Corrective Action. An Employee has the right to attach a written statement to the Corrective Action expressing the employee's own views. Such a statement will be included with the Corrective Action in the employee's personnel file.

#### **ARTICLE 20 - GRIEVANCE & ARBITRATION PROCEDURE**

**20.1 Intent.** It is the desire of the Parties to resolve issues and conflicts informally and at the lowest level whenever possible. Employees have a right to Union Representation for any dispute arising out of the application of this Agreement. At every level of the grievance process the Employer will inform the employee of this right prior to meeting with the employee. The employee is responsible for obtaining a Union representation to attend any investigatory, disciplinary and grievance meetings. To the extent possible in a timely manner, the Employer shall honor the employee's choice of representative.

**20.2 Optional Informal Discussion.** An employee is encouraged to discuss a workplace concern with their Department Head. The Open-Door Concept is for an employee and a Department Head to discuss workplace concerns together. The Open-Door Concept is an informal way of resolving problems

early, preserving working relationships and promoting a productive work environment for all employees. To facilitate open communication and promptly resolve problems, employees are encouraged to bring any work-related questions or concerns to the attention of the Employer. The Employer welcomes such discussions because it allows the Employer to maintain a productive and harmonious atmosphere. Employees will not be subject to any adverse employment actions for raising good-faith concerns in a professional manner. Although any member of management may be contacted to discuss a problem or concern, the Employer recommends that employees try to resolve the situation first with their immediate supervisor, as that person is generally in the best position to evaluate the situation and provide an appropriate solution. If an employee is not satisfied with the supervisor's decision, or the employee is uncomfortable discussing the issue with the immediate supervisor, the employee may go to the person that the immediate supervisor reports to. Concerns may be voiced verbally. The Employer will have fifteen (15) calendar days to provide a response for any issue raised through the Open-Door policy.

**20.3 Grievance Defined.** A grievance shall be defined as a claimed violation of a specific provision or provisions of this Agreement that is not expressly excluded from the grievance and arbitration procedure. Under this procedure, both the Union and the Employer have an ability to present a grievance to the other, although the below procedure is written from the perspective of the Union submitting a grievance to the Employer. An employee may be assisted or represented by a representative of the Union at any step in the grievance procedure.

**20.4 Grievance Time Limits.** A grievance must be filed in writing within thirty (30) calendar days of the event giving rise to the concern or the date the event became known or should have become known to the employee. Time limits set forth in the following may only be extended by mutual written agreement between the Employer and the Union. Grievances regarding employee compensation shall be deemed to have occurred at the time payment is made, or at the time when the payment was due but not made if that is the contention. Grievances over an employee's eligibility for a benefit shall be deemed to have occurred at the time when such employee benefit eligibility decision was made by Employer. Failure of the Employer to comply with the time limits set forth in the grievance procedure shall allow the employee or Union to advance the grievance to the next step of the grievance

procedure within the time frames specified herein. Time limits are important. Failure of an employee or the Union to file a grievance or a written grievance as defined in this Section in a timely basis, or to timely advance such a grievance, in accordance with the time limits set forth in the grievance procedure, will constitute a formal withdrawal of the grievance by the employee and the Union.

**20.5 Step 1 – Grievance Presented in Writing to Administrator.** Within thirty (30) calendar days after the employee knew or reasonably should have known of the cause of any grievance, an employee having a grievance, with the assistance of a Union representative, shall present a grievance in writing to the administrator. The written grievance shall contain all of the following pertinent information:

1. the specific Article(s) of this Agreement alleged to have been violated;
2. a brief factual description of how the specific language of the identified Section(s) has been violated;
3. the date of each alleged violation of the identified Section(s);
4. the remedy requested; and,
5. the names of the grievant(s) and union representatives presenting the grievance.

The Union representative and the administrator shall arrange a mutually agreeable date to meet within fifteen (15) calendar days from the Administrator's receipt of the grievance for the purpose of reviewing and, where possible, attempting to settle the matter. The Administrator shall provide a written response to the written grievance within fifteen (15) calendar days following the grievance meeting. The written response will be provided to the employee and the union representative.

If the Union has requested information from the Employer to which it is legally entitled and the Employer has not provided a response to the information request at least seventy-two (72) hours prior to the scheduled Step 1 grievance meeting, the Union shall have the option of postponing the hearing to a mutually agreeable date.

**20.6 Step 2 – Grievance Appeal.** If the Parties are unable to resolve the dispute at a Step 1, the Union may appeal the grievance to Step 2. The Union has fifteen (15) calendar days from receipt of the Step 1 response or lack of response to notify the Employer's Director of Human Resources in writing (such

as email) of the Union's appeal of the grievance to a step 2.

Upon receipt of the written Step 2 grievance appeal, the Director of Human Resources shall coordinate a Step 2 grievance meeting. The Director of Human Resources, the Employer's Designated Leadership representative and the Union shall meet within fifteen (15) calendar days to conduct the Step 2 grievance meeting. The Director of Human Resources and/or Designated Leader will provide a written response to the Union representative, within fifteen (15) calendar days following the date of such meeting.

If the Union has requested information from the Employer to which it is legally entitled and the Employer has not provided a response to the information request at least seventy-two (72) hours prior to the scheduled Step 2 grievance meeting, the Union shall have the option of postponing the hearing to a mutually agreeable date.

**20.7 Optional Mediation.** If a grievance is not resolved at Step 2, either Party may request, in writing, within fifteen (15) calendar days of the Step 2 response or lack of response, that the matter be referred to mediation. The mediation process shall not interfere with the scheduling of an arbitration. The requesting Party shall request a panel from the Federal Mediation and Conciliation Service (hereinafter called the "FMCS") or other mediation group agreed to by the Parties. The mediator shall be selected by alternate striking from the list until one name remains. The mediator shall have no authority to bind either Party to an agreement.

**20.8 Step V – Arbitration.** If a grievance is not resolved at step 2 and the Parties have not entered into Mediation, the Union may appeal the issue to arbitration by providing written notice to the Employer's Director of Human Resources within fifteen (15) calendar days from the date of receipt of the Employer's response, or lack thereof, to the step 2 grievance. No alleged violation of the Agreement or claim for relief shall be submitted to arbitration unless it has been raised in a timely fashion, filed and submitted in accordance with the procedure identified in the preceding sections. After the union has notified the Employer of an appeal to arbitration, the Union will initiate the Arbitrator Selection Process.

**20.9 Arbitrator Selection Process.** If the Employer and the Union have not mutually established a



permanent panel of arbitrators, upon the timely submission of a demand for arbitration the moving Party must request a list within thirty (30) calendar days from the FMCS and notify the other Party of having done so. The FMCS shall provide the Parties with a list of nine (9) arbitrators, of which at least five (5) must have earned a Juris Doctor degree from the graduate program of a law school accredited by the American Bar Association. Within seven (7) calendar days after receiving the list, the Parties shall select the arbitrator by alternately striking names from the list. The last remaining name shall be the arbitrator. The Party proceeding first in the striking of names procedure shall be determined by coin toss.

**20.10 Arbitration Timelines.** Once an arbitrator has been properly selected, an arbitration date must be set within sixty (60) calendar days of such selection, or at the earliest date upon all Parties are available. The Union and the Employer may, with mutual agreement, make procedural changes to the arbitration process given unique circumstances of individual cases. Prior to the arbitration hearing date, the Employer and the Union will develop a stipulation of facts and use affidavits and other time saving methods whenever possible. The arbitrator shall conduct the hearing in whatever manner will most expeditiously permit full presentation of the evidence and arguments of the Parties. Any arbitrator accepting an assignment under this Article agrees to issue an award within thirty (30) calendar days of the close of the hearing or sixty (60) calendar days, if post-hearing briefs are submitted.

**20.11 Arbitrator Award and Cost.** Any dispute as to arbitrability may be submitted and determined by the arbitrator. The Arbitrator's determination shall be final and binding. All decisions of the Arbitrator shall be limited to the terms and provisions of this Agreement and in no event may the terms and provisions of this Agreement be altered, amended, or modified by the Arbitrator. Unless otherwise provided in this Article, all costs, fees, and expenses of the Arbitration, including the cost of the Arbitrator, court reporter, hearing transcript (if requested by either Party or the arbitrator), and any hearing room, shall be borne by the Party whose position is not sustained by the Arbitrator. If, in the opinion of the Arbitrator, neither Party's position is clearly sustained by the Arbitrator, the Arbitrator shall assess the foregoing costs to each Party on an equal basis. In all arbitrations, each Party shall pay its own attorney's fees and the cost of the presentation of its respective case, including the cost of any expert witnesses.

- 20.12 Grievance/Arbitration Timelines.** Except as otherwise indicated, the time periods and limits provided herein shall be calculated as of the date of actual receipt. All notifications under this Article shall be sent via e-mail or certified mail or be delivered by in-hand service. Such time periods may be extended only by mutual written agreement of the Employer and the Union. In the absence of such agreement, the time limits shall be mandatory.
- 20.13** The failure of the aggrieved employee(s) or Union to properly present a grievance in writing initially, to process a grievance in any of the steps in the grievance procedure thereafter and/or to submit the grievance to arbitration in accordance with the express time limits provided herein shall automatically constitute a waiver of the grievance and bar all further action thereon.
- 20.14** The failure of the Employer to submit a response in any of the steps of the grievance procedure or to meet with the Union Representative within such time periods, shall not constitute acquiescence thereto or result in the sustaining of the grievance. The failure to so respond or meet shall be deemed a denial of the grievance as of the expiration date of the applicable adjustment period. Should the Union desire to pursue the grievance further, it may, within fifteen (15) calendar days of such expiration date, submit the grievance to the next step of the Grievance and Arbitration Procedure.
- 20.15** Email communications shall be deemed to satisfy requirements that items be “in writing.” Email communications shall be deemed “submitted” or “delivered” as of the date-stamp on the recipient’s email. Parties are responsible for verification of the accuracy of email addresses when using email for communications required to be in writing.
- 20.16** The Parties agree that the arbitrator shall accept a written statement signed by a resident or patient in lieu of their sworn testimony. Both Parties shall have equal access to such written statements. The Parties agree that neither shall call a resident or patient as a witness and the arbitrator shall not consider the failure of the resident to appear as prejudicial.

### Summary of Grievance Timelines

Process	Submission Timeline	Submission Process	Grievance Meeting Schedule	Employer Response Timeline
<b>Optional Informal Discussion</b>	As soon as possible.	Verbal or written discussion with immediate supervisor or other Employer representative.	As soon as possible.	verbal response to the grievant and/or Union representative within 15 calendar days of the informal discussion.
<b>Step 1</b>	Within 30 calendar days of the issue occurred or when the employee learned about it or received a response to the optional informal discussion.	Written (often via email) grievance issued to facility administrator.	Step 1 grievance meeting must occur with administrator within 15 calendar days of the Employer's receipt of the written grievance.	Written response to the Union and grievant within 15 calendar days of the step 1 grievance meeting.
<b>Step 2</b>	Within 15 calendar days of receipt of the Employer's response (or lack of response) to move a grievance from Step 1 to Step 2.	Written (often via email) notice of Step 2 escalation to HR Director.	A step 2 grievance meeting must occur with HR Director within 15 calendar days of the Employer's receipt of the Step 2 notification.	Written response to the Union and grievant within 15 calendar days of the informal discussion.
<b>Optional Mediation</b>	The Union has 15 calendar days file for optional mediation.	Union notifies FMCS and the HR Director in writing.	As soon as possible. Does not interfere with arbitration filing or scheduling dates.	
<b>Arbitration</b>	The Union has 15 calendar days to file a step 2 grievance from the Employer's response (or lack thereof) to move a step 2 grievance to arbitration.	Union notifies Employer's HR Director in writing and notifies FMCS.	Within 60 days of selection of the arbitrator, or as soon as the arbitrator's schedule allows.	

## **ARTICLE 21 – SEPARABILITY**

If any part of this Agreement is against any current laws or laws passed in the future, that part of the contract shall be superseded, but all other parts of the Agreement shall remain in effect.

## **ARTICLE 22 – LABOR-MANAGEMENT COMMITTEES**

**22.1 Labor Management Committees.** 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, address 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.
  - 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.

**22.2 Worksite Labor Management Committees.** The Union and the Employer agree to hold monthly worksite specific labor management committee (LMC) 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 Employee 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:

- 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.

**22.3 Bargaining Prohibition.** 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.

### **ARTICLE 23 - SAFETY AND TRAINING**

The employer shall carry out its obligations to provide a safe and health workplace environment, as set forth in applicable federal, state, and local laws and regulations.

**23.1 Safety Rules and Regulations.** The Employer shall be responsible for enforcement of such rules and regulations and of its own safety rules and regulations. This includes, but is not limited to, the implementation and maintenance of Emergency Preparedness plans for each facility. Nothing in this

agreement shall prevent a bargaining unit LPN from fulfilling their clinical accountability duties over other bargaining unit staff, such as CNAs, CMAs, etc.

**23.2 Emergency Preparedness Committee & Plans.** Each facility will maintain an Emergency Preparedness Committee responsible for the development and implementation of an Emergency Preparedness plan to address infectious disease, pandemic and other forms of emergency that may impact one or more facility. At each facility, the employer and the bargaining unit members employed at the facility will each designate committee members. Facility Emergency Preparedness Committee membership will not exceed three (3) Bargaining Unit Employee members and three (3) non-bargaining unit members. Bargaining Unit Employees will be paid for participation in scheduled meetings. Emergency Preparedness Committees will meet a minimum of twice a year.

Emergency Preparedness plans will address requirements issued by federal, State, and local authorities as well as specific or unique needs of a facility and the patient/resident population. This may include but is not limited to:

- Protocols for resident admission, transfer and/or transport
- Personal Protective Equipment and other equipment requirements for specific disasters. Disaster planning, drills and other forms of training
- Partner and cooperative relationships with other organizations, local, State and/or federal agencies  
Emergency staffing plans
- Food and water distribution
- Employee Impacts due to an emergency.

Bargaining Unit Employees will participate as members of the Emergency Preparedness Committee and contribute to the development of the Emergency Preparedness plan as allowed for or required by State and federal law. Additional input regarding the Emergency Preparedness plan may be directed to the Emergency Preparedness Committee through the facility's Safety Committee and Labor Management Committee.

**23.3 Equipment, Materials and Training.** The Employer shall provide the necessary equipment, personal protective equipment, materials, and training to Bargaining Unit Employees in order to provide a

safe workplace.

- 23.4 Infectious Disease.** The Employer shall provide Bargaining Unit Employees with information about residents' infectious diseases provided that such information does not compromise HIPAA or otherwise infringe upon residents' rights to confidentiality.
- 23.5 Employer Paid Vaccines and Tests.** The Employer shall make Hepatitis B vaccines, flu vaccines, initial TB tests, and initial chest x-rays (if an employee's TB test is positive) and COVID-19 tests (if conditions at a facility warrant testing) available to Bargaining Unit Employees at no cost to the employee. The Employer will pay for lice and scabies tests and treatment in the event of a documented case at the facility. Additional tests and vaccines may be agreed upon by the Parties in the event of a declaration of emergency by state or federal health authorities.
- 23.6 Safe Equipment and Safe Conditions.** No Bargaining Unit Employee shall be required to work on, with or about an unsafe piece of equipment or under an unsafe condition. No LPN shall be required to work on or with equipment or in a manner that is a violation of the Oregon Nurse Practice Act. This language may only be invoked after a Bargaining Unit Employee raises the matter with the worksite safety committee, discusses the matter with their supervisor and, if disagreement still exists, with the Administrator, or in the Administrator's absence, the Administrator's designee. Whether the situation constitutes an unsafe condition will be based upon safety guidelines implemented at the facility, determined by the Labor-Management Committee and Safety Committee.
- 23.7 Training for New Employees.** All new Bargaining Unit Employees performing direct care on residents and existing Bargaining Unit Employees promoted to any position performing direct care on residents shall receive up to five (5) days paid "hands on" training as appropriate upon hire (i.e., based on experience and extent of subject matter expertise). This training shall be completed prior to the Employee being officially placed on the schedule. The employer will conduct training on the facility's Emergency Preparedness plan. The Emergency Preparedness plan training will be conducted twice each calendar year. All bargaining unit employees must attend Emergency Preparedness training and shall be paid for time spent in such training.

**23.8 Additional Training.** The Union and the Employer will work cooperatively to establish additional training program(s) on the subject matter of more effectively caring for residents with behavioral and/or dementia concerns, through either the Oregon Care Partners or any other potential source of training funds. Such training held at the facility will be made available to appropriate employees, as determined by the Employer, and such employee(s) shall be paid for all Employer-authorized time spent in such training.

#### **ARTICLE 24 - NO STRIKE/NO LOCKOUT**

**24.1 No Strike/ No Lockout.** During the term of this Agreement or any written extension thereof, the Union shall not call nor authorize any strike against the Employer at the establishment covered by this Agreement, and the Employer will not lock out any Employee. For the purpose of this Article, a walk-out, sit-in, sick-out, slow-down, sympathy strike, or other work stoppage will be considered a strike.

**24.2 Union Notification.** If an Employee or Bargaining Unit Employees engage in any strike, and the Employer notifies the Union of such action, a representative of the Union shall, as promptly as possible, instruct the Bargaining Unit Employees to cease such action and promptly return to their jobs.

**24.3 Violation.** Bargaining Unit Employees who participate in a strike in violation of this Article will be subject to discipline up to and potentially including termination.

**24.4 Union Communication.** In the event of a violation of the no-strike provision, the Union will:

- Publicly disavow such action by the Bargaining Unit Employees;
- Notify the Bargaining Unit Employees of its disapproval of such action and instruct such Bargaining Unit Employees to cease such action and return to work immediately; and
- Post notices on Union bulletin boards advising that it disapproves of such action and instructing Bargaining Unit Employees to return to work immediately.

**24.5 Informational Picketing.** In recognition of the unique partnership between the Union and the



Employers that has led up to this Agreement, the Union will not conduct informational picketing for the duration of this Agreement. This provision will sunset on the last date of the Agreement and will not continue in effect unless it is explicitly renegotiated.

#### **ARTICLE 25 - SUCCESSORSHIP**

In the event a facility is to be sold, assigned, leased, or transferred, the Employer shall notify the Union in writing, at least sixty (60) calendar days prior to such transaction, subject to SEC and other applicable laws and regulations. Such notice shall include the name and address of the prospective new owner, assignee, lessee, or transferee. The Employer shall meet with representatives of the Union to bargain over the effects of the transaction on bargaining unit employees, not later than forty-five (45) days prior to any transaction. No confidential business information shall be disclosed to Union at any time unless the Union agrees to suitable arrangements for protecting the confidentiality and use of such information.

When the Employer's notification to Union requirement is triggered above per a qualified transaction, the Employer shall also notify the prospective new owner, assignee, lessee, or transferee successor in writing of the existence of this Labor Agreement and provide a copy.

The Employer agrees that, in the event that it decides to sell any facility covered under this Agreement, which facility shall continue to be operated as a skilled nursing facility, the Employer shall require as a condition of any sale that the successor operator recognize the Union as the exclusive collective bargaining agent for currently-represented employees at the facility; and further as condition of sale, the buyer shall be obligated to continue the terms and conditions of the collective bargaining agreement for a period of one hundred and twenty (120) days, in which time the successor employer has the option to notify the Union it wishes to negotiate the terms and conditions of employment during that period. If the successor employer does not exercise that option, then the Collective Bargaining Agreement shall remain intact through its full term.

1. Nothing in this provision shall require the successor employer to offer the same medical, dental or vision insurance plans, or the same retirement or 401k, or the same group life or disability plans. The successor employer may implement its own medical, dental or vision plans, retirement or 401k plan, disability plan, and group life insurance plan and may also implement

its own time off plan.

2. With regard to the medical insurance benefits, the successor employer shall offer a plan that is similar on the whole to the Employer offered plan.
3. Nothing in this provision shall require the successor employer to continue in effect the contractual vacation and sick leave provisions provided that the successor employer offers a comparable amount of time off as the total time off amounts for vacation and sick leave contained in this Agreement.
4. In the event that the Employer is unable to find a purchaser that is willing to purchase the facility under the terms and conditions specified herein and the Employer is faced with closing the facility, the Employer shall notify the Union of its intent to close the facility. Upon notifying the Union, the Parties shall meet within ten (10) business days to discuss the possible closure. The Employer shall provide evidence of its intent to close because the potential buyer will not purchase the facility if said buyer has to honor the “successorship” provision. Upon providing such evidence, the Employer shall be relieved of its obligation under the “successorship” provisions of the contract.

The Employer shall have no responsibility or liability for any breach of the provisions of this Section by the successor employer as long as the Employer performs the obligations set out in this Article.

#### **ARTICLE 26 - HEALTH INSURANCE**

From January 1, 2023, the Employer shall pay the Oregon Essential Workforce Health Care Fund (“Fund”) four hundred and sixty dollars (\$460) by the fifteenth (15<sup>th</sup>) day of each month following the month in which each participating employee is scheduled to work thirty (30) or more hours per week.

Bargaining-unit eligible employees who enroll in the Fund-provided healthcare insurance coverage shall pay the following applicable monthly employee-share amount of the total premium’s four hundred and sixty dollar

(\$460) employer insurance cost.

Employee Only	\$35
Employee and Spouse	\$70
Employee and Family	\$105

Cost Controls:

1. If the Fund's Board changes the participant premium amount, the parties will engage in collective bargaining to agree on the applicable monthly employee-share amounts paid by bargaining-unit eligible employees and those rates will replace the above Employee Only, Employee and Spouse, and Employee and Family rates consistent with the Fund Board's approved effective date.
2. Each facility shall make a Fund contribution for all employees enrolled in the Fund-provided healthcare insurance coverage.
3. Each facility agrees to be bound by the terms of the current Agreement and Declaration of Trust that governs Fund operation and accepts the Fund's Employer Trustees as its representatives.
4. The Fund shall determine the eligibility rules for coverage, waiting periods for coverage, and the benefits to be provided to employees and their dependents.

Contribution Holiday(s):

1. Initial Contribution Holiday: If the Company's aggregate year-to-date health insurance contributions for the health insurance coverage of all its Fund participants (excluding the Medicaid supplemental payments paid to the Fund) in 2023 exceed the Company's aggregate premium cost of providing health insurance coverage for the same period in 2022, then the Company shall not be obligated to contribute to the Fund on behalf of its employee participants for the following month. This one month will be referred to as a "Contribution Holiday." After the one-month Contribution Holiday, the Company's regular contribution obligation to the Fund will resume for each of its Facilities, per the terms of this Agreement.
2. Second Contribution Holiday: Following an initial Contribution Holiday in 2023, should the

Company's aggregate year-to-date contributions for the health insurance coverage of all its Fund participants (excluding the Medicaid supplemental payments paid to the Fund) in 2023 again exceed the Company's aggregate premium cost of providing health insurance coverage for the same period in 2022 plus the financial value of the initial Contribution Holiday, the Company shall not be obligated to contribute to the Fund on behalf of its employee participants for the following month. This period will be referred to as a second Contribution Holiday in 2023.

3. Example: If as a result of the \$1 million contributions (excluding pass-through supplemental Medicaid payments) paid to the Fund by the Company from January 2023 through August 2023, the Employer's total 2023 contributions to the Fund exceed the \$750,000 previous spend of the Company, then the Company would be entitled to a Contribution Holiday and would not be obligated to remit any contributions to the Fund on behalf of its participants in September 2023. Effective October 2023, the Company would resume its regular contribution obligation to the Fund.

#### **ARTICLE 27 – SUBCONTRACTING & INSOURCING**

**27.1 Insourcing.** In the event that the Employer insources any previously subcontracted Bargaining Unit Employee(s), the Union and the Employer shall immediately bargain the impacts, within fourteen (14) calendar days of Employer notice. The Parties agree that the following items must be included in a final settlement of negotiations:

- The Employer shall directly hire as many impacted employees as possible into open positions for which the employees are qualified or can be retrained to do with minimal training.
- The Employer shall honor the original hire date of impacted employees for the purpose of seniority.
- The Employer shall abide by all state and federal laws and regulations.

**27.2 Sub-Contracting.** The Employer agrees that there shall be no sub-contracting of bargaining unit work, with the exception of existing subcontracted Housekeeping and Laundry services, for the duration of this Agreement unless the Parties mutually agree to sub-contract Dietary bargaining unit work upon

Employer's demonstration of extraordinary circumstances. The Employer shall give the Union thirty (30) days notice of any sub-contracting of bargaining unit work during the life of this Agreement. The Employer will meet with the Union during said thirty (30) day period to discuss the impact of the sub-contracting on Bargaining Unit Employees. This Article does not apply to agency staff being utilized when necessary.

**27.3 Initial Sub-Contracting.** In the event that the Employer enters into an initial contract with a Sub-Contractor to provide Housekeeping and/or Laundry services, the Sub-Contractor shall execute with Union the Memorandum of Agreement Subcontracting ("Subcontracting MOA") in Appendix E.

**27.4 Pre-existing Sub-Contracting.** An Employer, with a pre-existing contract with a Sub-Contractor of Housekeeping and/or Laundry employees who are not represented by the Union, shall agree to voluntarily recognize the subcontracted employees under a card check neutrality process in Appendix D.

#### **ARTICLE 28 – STAFFING**

The Parties are committed to staffing facilities at levels that are safe and provide for great quality care of residents and patients. The Parties agree to work with the Union to implement the principles related to staffing that were agreed to via consensus under the Interest Based Bargaining Process (IBB), referenced in the Letter of Agreement Interest Based Bargaining & Contract Finalization, Appendix F.

The employer and Union agree to establish a staffing subcommittee within 30 days of contract execution consisting of 3 union members and 3 management representatives to explore staffing solutions to include but not be limited to the following:

- CNA staffing solutions including evaluation of acuity based staffing models.
- CMA staffing patterns to include acuity-based staffing.
- Staffing patterns for subcontracted bargaining positions (i.e., Housekeeping, Laundry, etc.)

The subcommittee will conclude its work no later than 90 days from initiation of the sub-committee.

Recommendation will be made to the statewide LMC and each facility. Recommendations may include potential

pilot programs to evaluate potential solutions.

**ARTICLE 29 – SOLE AGREEMENT, MATTERS COVERED, AMENDMENT, STANDARDS PRESERVED, PREMIUM  
CONDITIONS**

- 29.1 Sole Agreement.** This Agreement constitutes the sole and entire Agreement between the Parties and supersedes all prior agreements, oral and written, and expresses all the obligations of, or restrictions imposed on, the respective Parties during its term. All individual agreements, both oral and written, which may exist between the Employer and any employee in the bargaining unit, shall terminate upon the execution of this Agreement. The Parties agree that this Agreement is the sole agreement concerning wages and benefits of covered employees. The existence, or later provision, of benefits not referenced in this Agreement does not create any vested rights or enforceable past practice. The Employer may provide or rescind any compensation or benefits policies, or practices not expressly referenced in this Agreement at any time. Whenever exercising such discretion, Employer will notify Union in advance.
- 29.2 Matters Covered.** All matters not covered in this Agreement shall be deemed to have been raised and properly disposed of. This Agreement contains the full and complete agreement between the Parties. The failure of either Party to enforce any of the provisions of this Agreement or any rights granted by law shall not be deemed a waiver of any provision or right, nor a waiver of the Party's authority to exercise such right in some way not in conflict with the Agreement.
- 29.3 Amendment.** This Agreement can be modified or amended only by written consent of all Parties. The waiver, in any instance, or any term or condition of this Agreement or any breach thereof shall not constitute a waiver of such term or condition or any breach thereof in any other instance.
- 29.4 Standards Preserved.** No employee shall suffer any reduction in individual hourly wage rate, total amount of paid time off, nor health insurance benefits, because of coverage under this Agreement unless such reduction is expressly addressed by this Agreement or by a written Amendment executed by the Parties herein. If the State of Oregon minimum wage rate increases, any employee being paid the minimum wage shall have their compensation increased accordingly. Individuals

compensated more than the minimum wage will receive no adjustment to their compensation solely because of such minimum wage rate increase(s).

**29.5 Premium Conditions.** It is understood that the provisions of this Agreement relating to wages, hours and conditions of work are intended to establish minimum terms for the employment of employees subject to this Agreement. The Employer is free to establish terms above the minimums contained in the Agreement, at the Employer's sole discretion, and the Employer agrees that if it pays an employee a wage rate in excess of the rates contained in this Agreement, the Employer will not subsequently reduce that employee's wage rate. The Employer will not apply this Section in an unlawful or discriminatory manner.

#### **ARTICLE 30 – DURATION**

This Agreement shall be effective on May 1<sup>st</sup>, 2021 or thirty (30) days after ratification, whichever is later, and shall remain in full force and effect through September 30, 2024, and from year to year thereafter, provided that either Party may serve written notice on the other at least ninety (90) days prior to September 30, 2024, or any subsequent anniversary date the Agreement remains in effect, of its desire to amend or terminate any provision of the Agreement. Any change agreed upon by the Parties shall be reduced to writing and executed by duly authorized officers or agents of the Parties to this Agreement.

#### **ARTICLE 31 – COLLECTIVE BARGAINING AGREEMENT TRAINING**

The Employer and Union agree to facilitate a joint Collective Bargaining Agreement Training, at each facility, within one hundred, twenty (120) days of the ratification date of this Agreement. This training shall include participants from Avamere Health Services LLC, SEIU, HCSG and the Avamere bargaining team and elected stewards. This is a one-time training session to last no more than one (1) hours in duration. Bargaining Team and/or Elected Stewards will be paid their regular rate of pay for this training not to exceed four (4) bargaining unit employees in attendance. The four (4) Bargaining Unit Employees will not be put into overtime status as a result of attending this meeting. The purpose of this training shall be to review language within this Agreement that reflects the following:

- Changes to contractual language policies or procedures that were in effect prior to the

effective date of this Agreement.

- New contractual language, policies, or procedures
- Processes for facility and State LMCs

The Employer and Union, at this training, will also review shared goals and next steps in regard to advocating for Nursing Home Funding and improved Census.



## SIGNATURE PAGE

For SEIU Local 503

DocuSigned by:  
  
Melissa Unger  
24F04148737A445...  
Melissa Unger  
Executive Director

Loraine Akeem May 26, 2021

  
Loraine Akeem  
Lebanon Bargaining Team Member

  
Laura Anderson-Luna (May 27, 2021 09:28 PDT) May 27, 2021

Laura Anderson  
Avamere Laurelhurst Bargaining Team Member

  
Samuel Browne (May 26, 2021 15:37 PDT) May 26, 2021

Sam Browne  
Avamere Beaverton Bargaining Team Member

  
Jorge Flores (May 26, 2021 11:01 PDT) May 26, 2021

Jorge Alberto Flores  
Avamere Eugene Bargaining Team Member

Kerry Fuhmeister May 26, 2021

  
Kerry Fuhmeister

Avamere Rogue Valley Bargaining Team Member

Sarah LeBrun May 27, 2021

  
Sarah LeBrun (May 27, 2021 09:53 PDT)

Sarah Sue LeBrun

Avamere Sunnyside Bargaining Team Member

  
Penny Myers (May 26, 2021 11:52 PDT) May 26, 2021

Penny Myers  
Avamere Clackamas Bargaining Team Member

  
Michelle Ogno (May 26, 2021 17:45 PDT) May 26, 2021

Michelle Ogno  
Avamere Oregon City Bargaining Team Member

  
Alessa Straight (May 28, 2021 11:28 PDT) May 28, 2021

Alessa Straight  
Avamere Salem Bargaining Team Member

  
Brandi Stambaugh (May 28, 2021 17:21 PDT) May 28, 2021

Brandi Stambaugh  
Avamere Lebanon Bargaining Team Member

Julie E. Southern-Wolfsong Jun 3, 2021

  
Julie E. Southern-Wolfsong (Jun 3, 2021 20:30 PDT)

Julie Southern-Wolfsong  
Avamere Junction City Bargaining Team Member

Evan Paster  
Senior Bargaining Strategist 

For Avamere

Carl Tabor May 26, 2021

  
Carl Tabor (May 26, 2021 11:54 PDT)

Carl Tabor, RN, BSN, CWCN, NHA  
President, Avamere Living Skilled Division

  
Andrew W. Loomis (May 26, 2021 10:11 PDT) May 26, 2021

Andrew W. Loomis, SPHR, SCP  
Director of Employee & Labor Relations, Avamere Health Services

**PEARLAT KRUSE WAY SIGNATURE PAGE**

Effective January 6<sup>th</sup>, 2022

**For SEIU Local 503**

*Carl Tabor*

DocuSigned by:  
*Melissa Unger*  
24F64146737A445...  
**MelissaUnger**

Executive

Director

**For Avamere**

Carl Tabor, RN, BSN, CWCN, NHA  
President, Avamere Living Skilled Division



  
tonycortes (Feb 5, 2022 08:41 PST)

Tony Cortes

CMA - Bargaining Team

Member

Andrew W. Loomis (Feb 4, 2022 10:29 PST) Andrew W.

Loomis, SPHR, SCP

Director of Employee & Labor Relations, Avamere Health  
Services

  
Martha Carrillo (Feb 5, 2022 06:22 PST)

**Martha Carrillo**  
**Laundry HCSG - Bargaining Team Member**

  
**Maria Barbosa (Feb 5, 2022 00:11 PST)**

**Maria Barbosa**  
**Cook - Bargaining Team Member**

*Cordell Harris*  
**Cordell Harris (Feb 4, 2022 16:02 PST)**

**Cordell Harris**  
**CNA 2 - Bargaining Team Member**



**Alexis vermillion (Feb 4, 2022 10:13 PST)**

**Alexis Vermillion**  
**CNA/Caregiver - Bargaining Team Member**

*Evan Paster*

**Evan Paster**  
**Senior Bargaining Strategist - SEIU Local 503**

## LPN ASSUMPTION AGREEMENT NEGOTIATIONS SIGNATURES


### For the Union

Erin Otey

  
Erin Otey (Dec 5, 2023 13:35 PST)

SEIU LPN Bargaining Team

Tiffany Christopher

  
Tiffany Christopher (Dec 5, 2023 11:54 PST)

Bargaining Team

Sergio Tellez

  
Sergio Tellez (Dec 6, 2023 13:43 PST)

SEIU LPN Bargaining Team

Ivy Griffen

  
Ivy Griffen (Dec 5, 2023 11:24 PST)

SEIU LPN Bargaining Team

Kim Wanyonyi

  
Kim Wanyonyi (Dec 10, 2023 16:11 PST)

SEIU LPN Bargaining Team

Willow Barry

  
Willow Barry (Dec 5, 2023 10:19 HST)

SEIU LPN Bargaining Team

Marci McWilliams

  
Marci McWilliams (Dec 8, 2023 12:18 EST)

SEIU LPN Bargaining Team

Britney Morrow

  
Britney Morrow (Dec 5, 2023 14:32 PST)

SEIU LPN Bargaining Team

Annette Samis

  
Annette Samis (Dec 5, 2023 14:44 PST)

SEIU LPN Bargaining Team

### For the Employer

Carl Tabor




Avamere Living President

Roxy Stennett



Avamere Chief Operating Officer

Andrew Loomis

  
Andrew W Loomis (Dec 4, 2023 08:28 PST)

Avamere VP of Human Resources

## **APPENDIX A: UNION SECURITY NOTICE**

Dear Union Represented Employee,

Under the terms of the collective bargaining agreement in effect between your union SEIU Local 503, OPEU, and the employer, you must either become a member and pay dues or pay a fair share fee.

Payment of dues or fair share fee is a condition of continued employment. Dues or fair share fee will be deducted through payroll deduction from your check. Dues are based on regular hours worked, not on overtime.

You will receive a union membership application in the mail soon, along with a copy of your union contract and information about additional union benefits.

If you have any questions regarding the union, you can contact your union steward or officers or call the SEIU Local 503, OPEU office at 1-844-503-SEIU (7348).

## **APPENDIX B: RECALL NOTICE**

Dear Union Represented Employee,

Under the terms of the collective bargaining agreement between your union, SEIU Local 503, OPEU and the employer, whenever a vacancy occurs while Bargaining Unit Employees are laid off, Bargaining Unit Employees who are qualified to fill the vacancy are recalled in order of seniority as long as it is within eighteen months of the layoff.

You are being recalled to work and have the option to return to employment. You have 24 hours from when you've received this letter to indicate whether or not you want to return to employment. If you do not notify your employer within 24 hours then you will have waived your right to be recalled.

Please contact your union steward or call the SEIU local 503 office at 1-844-503-SEIU (7348) if you have any questions.

## **APPENDIX C: AVAMERE WAGE SCALES ALL SEIU LOCAL 503 REPRESENTED CLASSIFICATIONS**

As of May 1st, 2023											
Steps (years of Service)	ALF Care Giver	NA	ALF Med Aide, Med Tech	CNA	Rehab Aide/CNA 2	CMA	CNA On Call	CMA On Call	Cook Assistant, Feeding Assistant, Dietary Aide,	Cook	Maintenance Assistant
0	\$19.75	\$20.00	\$20.75	\$21.25	\$23.40	\$23.40	\$23.50	\$24.50	\$19.00	\$20.00	\$21.00
90 Days	\$20.25	\$20.50	\$21.25	\$21.75	\$23.90	\$23.90	\$24.00	\$25.00	\$19.50	\$20.50	\$21.50
1	\$21.25	-----	\$22.25	\$22.75	\$24.90	\$24.90	\$25.00	\$26.00	\$20.50	\$21.50	\$22.50
2	\$21.75	-----	\$22.75	\$23.25	\$25.40	\$25.40	\$25.50	\$26.50	\$21.00	\$22.00	\$23.00
3	\$22.25	-----	\$23.25	\$23.75	\$25.90	\$25.90	\$26.00	\$27.00	\$21.50	\$22.50	\$23.50
4	\$22.75	-----	\$23.75	\$24.25	\$26.40	\$26.40	\$26.50	\$27.50	\$22.00	\$23.00	\$24.00
5	\$23.25	-----	\$24.25	\$24.75	\$26.90	\$26.90	\$27.00	\$28.00	\$22.50	\$23.50	\$24.50
6	\$23.75	-----	\$24.75	\$25.25	\$27.40	\$27.40	\$27.50	\$28.50	\$23.00	\$24.00	\$25.00
7	\$24.25	-----	\$25.25	\$25.75	\$27.90	\$27.90	\$28.00	\$29.00	\$23.50	\$24.50	\$25.50
8	\$24.75	-----	\$25.75	\$26.50	\$28.65	\$28.65	\$28.50	\$29.50	\$24.00	\$25.00	\$26.00
9	\$25.25	-----	\$26.25	\$27.25	\$29.40	\$29.40	\$29.00	\$30.00	\$24.50	\$25.50	\$26.50
10	\$25.75	-----	\$26.75	\$28.00	\$30.15	\$30.15	\$29.50	\$30.50	\$25.00	\$26.00	\$27.00
.75c increase to hourly wage for classifications (above) over step 10 of the wage scale.											

**APPENDIX C: AVAMERE WAGE SCALES LPNS**

<b>As of Contract Ratification</b>				
<b>Steps (years of Service)</b>	<b>Charge Nurse-LPN, ALF-LPN</b>	<b>IP-LPN, MDS Coordinator, Staff Development Coordinator-LPN</b>	<b>Resident Case Manager (RCM)-LPN* paid as salaried employees</b>	<b>RCM Annual Rate</b>
<b>0</b>	\$34.25	\$35.35	\$43.00	\$89,400.00
<b>1</b>	\$35.11	\$36.23	\$43.20	\$89,856.00
<b>2</b>	\$35.98	\$37.14	\$43.40	\$90,272.00
<b>3</b>	\$36.88	\$38.07	\$43.60	\$90,688.00
<b>4</b>	\$37.81	\$39.02	\$43.80	\$91,104.00
<b>5</b>	\$38.75	\$40.00	\$44.00	\$91,520.00
<b>6</b>	\$39.53	\$40.80	\$44.20	\$91,936.00
<b>7</b>	\$40.32	\$41.61	\$44.40	\$92,352.00
<b>8</b>	\$41.12	\$42.44	\$44.60	\$92,768.00
<b>9</b>	\$41.95	\$43.29	\$44.80	\$93,184.00
<b>10</b>	\$42.78	\$44.16	\$45.00	\$93,600.00
<b>11</b>	\$43.53	\$44.93	\$45.20	\$94,016.00
<b>12</b>	\$44.29	\$45.72	\$45.40	\$94,432.00
<b>13</b>	\$45.07	\$46.52	\$45.60	\$94,848.00
<b>14</b>	\$45.86	\$47.33	\$45.80	\$95,264.00
<b>15</b>	\$46.66	\$48.16	\$46.00	\$95,680.00
<b>3% increase to hourly wage for LPN positions over step 15 of the wage scale.</b>				

**APPENDIX D: NEUTRALITY AND VOLUNTARY RECOGNITION PROCESS AGREEMENT**

It is the intent of Avamere (the Employer) to take a positive approach to the unionization of its non-supervisory employees. To this end, the Parties agree to adopt the following procedure for determining employee representation issues in Oregon, entitled the Employee Free Choice Procedure (EFCP). Accordingly, the Employer and the Service Employees International Union Local 503 (the Union) hereby make the following promises and agreements:

1. The Employer and Union recognize that national labor law guarantees employees the right to choose whether or not to be represented by a labor organization to act as their exclusive bargaining representative for purposes of collective bargaining, as well as the right to refrain from engaging in any or all such activities.
2. The Employer agrees that it will not take any action or make any statement that, directly or indirectly, states or implies any opposition to its employees becoming members of the Union, and that it will not discriminate, interfere with, restrain, or coerce these employees regarding membership in the Union or participation in activities on behalf of the Union.
3. The Employer agrees not to discipline, discharge or otherwise discriminate against any employee who joined or engaged in lawful activity in support of SEIU or the Employee Free Choice Procedure. The Union will not coerce or threaten Avamere employees in an effort to obtain authorization cards.
4. SEIU shall not engage in disparaging campaigns, strikes or other economic action, including picketing, leafleting, disparaging sticker or button campaigns in conjunction with its organizing efforts under this procedure so long as the Employer complies with its obligations under this agreement.
5. The Employee Free Choice Process shall begin when the Union notifies the Employer of its intent to organize employees. The employees that the Union may attempt to organize Are as follows: feeding assistant, NA, cook assistant, dietary aide, dishwasher, housekeeping, laundry, reception, ALF med aide, ALF PCA, activities assistant, bus driver, cook, CNA, maintenance assistant, rehab aide, CNA 2, CMA (RA), CNA On call, CMA on call, LPN charge nurse, LPN, LPN Med Aide .The group of employees who



comprise the bargaining unit shall include all eligible employees. Supervisory, and confidential employees shall be excluded. Within 14 calendar days of notification, the Parties shall meet to discuss any concerns and define the scope of the bargaining unit.

6. The Employer will grant the Union reasonable access to its premises and its employees, provided there is no interference with the conduct of the Employer's business or with the performance of work by the employees during their working hours. Such access shall include the right to post notices on Employer bulletin boards and in employee mailboxes. In addition, at the Parties' discretion, there may be a joint meeting with employees, representatives of the Union, and the Employer at which the Employer will inform employees that it has no objection to employees exercising their right to join or not join a union and there will be no punishment or retaliation against employees who choose to do so. SEIU may also meet with employees during non-work time in non-worksites areas to discuss unionization.
7. Upon the Union's request, the Employer will provide the Union with a list of names, dates of hire, addresses, home and cellular telephone numbers (if available), email address (if available), classifications and work locations of employees employed in its present or future facilities within classifications that the Union seeks to represent.
8. The Union may solicit authorization cards from employees, at SEIU's expense, through various methods, including meetings and visits to the employees; provided that no such solicitations shall take place during working time and Union representatives shall not approach employees while they are on duty when those employees are performing job related functions. The Union will not coerce or threaten any employee to obtain authorization cards.
9. The Employer agrees to voluntarily recognize the Union upon a showing of majority status, defined as greater than 50.0% , in the designated unit. Proof of majority status shall be based on signed authorization cards or petitions verified, by a mutually agreeable third party. Such third Party also will be empowered to resolve any disputes that may arise concerning the signed cards.
10. The Parties will make a good faith effort to bargain contracts in all affected facilities in an efficient and peaceful manner. If a dispute arises concerning contract bargaining, the Parties

agree to arrange a meeting between the CEO of the Employer and the Executive Director of the Union to attempt to resolve problems in a manner that will avoid contract terminations, unilateral contract implementations, or strikes.

11. If the Parties are unable to reach an agreement on a first contract for a newly organized worksite/unit after 150 calendar days, then the Union may engage in lawful protected public activity, such as informational pickets, excluding a strike. The 150 calendar day period may be extended by mutual agreement between the Parties.
12. The Employer agrees that the above provisions shall be made equally applicable to any entities under its direction or control, and to all successors or assigns. The Employer further agrees to take all steps necessary to ensure such applicability and to enforce such terms against any such entity, successor or assign in the event of default.
13. If the Employer or the Union fails to comply with any of the obligations set forth above, the Parties agree to submit the matter for expedited; binding resolution by an impartial arbitrator selected pursuant the rules of the American Arbitration Association. The Arbitrator shall have authority to enter an award for full remedial relief including attorneys' fees and arbitration costs.

As of May 1<sup>st</sup>, 2021, the Parties agree that the following worksites will be eligible to participate in the Neutrality and Voluntary Recognition Process as defined in Appendix D:

- Keizer Campus Operations, LLC.
- The Pearl on Kruse Way
- Oswego Grove, Avamere Lake Oswego Operations Investors, LLC.

**APPENDIX E: SUBCONTRACTING MEMORANDUM OF AGREEMENT**

It is hereby agreed by and between [Subcontractor] (the "Employer"), and SEIU Local 503 OPEU (the "Union") as follows:

1. The Employer recognizes the Union as the exclusive collective bargaining agent for all full-time and regular part-time Housekeeping, and Laundry employees (if any) employed by the Employer at the following facility operated by [Operator's Legal Name]: [Facility dba Name & Address]. Excluding: All other employees, confidential employees, managers, guards, and supervisors as defined in the Act.
2. The Employer and the Union agree to be bound by the terms and conditions of the collective bargaining agreement (the "CBA") currently in effect (and any subsequent amendments) and expiring on midnight September 30, 2021 between the Union and [Operator's Legal Name and/or Facility Name] for the Employer's Housekeeping and Laundry employees (if any) employed at [Facility Name], except as expressly provided below.
  - a. A copy of the CBA is attached hereto as Exhibit 1 and incorporated herein.
  - b. All bargaining unit eligible employees working for Employer at the facility in housekeeping and/or laundry will be hired by the Sub-Contractor.
  - c. Employer's health and dental benefits will be the equivalent or better.
  - d. The terms and conditions of employment set forth in the Employer's Employee Handbook, as modified from time to time, and the Employer's general Human Resources Policies and Procedures, as modified from time to time, shall govern the employment of employees covered by this Memorandum of Agreement (the "MOA") to the extent that any such term, condition, policy, or procedure is not inconsistent with this Agreement. If the Union believes that any such term, condition, policy, or procedure is in conflict with the MOA it shall have the right to file a grievance either when any such term, condition, policy, or procedure is initially implemented, or alternatively, when any such term, condition, policy, or procedure is applied to any employee such that the employee is either disciplined or terminated.
  - e. Affected employees hire dates, seniority, and hourly wage rates will be maintained and not reduced. [The applicable base hourly wage rates are attached hereto as Exhibit 2].
  - f. Employees shall wear uniforms as provided by Employer.
  - g. Employee payday will be on the same payday as Avamere.

3. The Employer and the Union agree to be bound by and comply with the grievance and arbitration procedure set forth in the CBA for any and all disputes that may arise with reference to the application or interpretation of the provisions of this MOA.
- a. For any bargaining unit staff employed by the Subcontractor, the following changes to the Grievance article are made: The bargaining unit employee's immediate supervisor is the Account Manager for the purposes of the Open Door Policy and Step 1 grievances. Step 2 grievances will be filed with the Subcontractor's Regional Manager of Operations.
  - b. In order to resolve any issues in the department managed by the Subcontractor, the Subcontractor agrees that the facility's Account Manager shall participate abide by the collective bargaining agreement, the Employer handbook and all decisions, communication and guidance made by the various labor management committees contained in this CBA. in the facility's Labor Management Committee when such Account Manager and/or Housekeeping/Laundry Supervisor is invited to the LMC Meeting in advance and receives a written agenda with subject matter relevant to operation of the subcontracted department.
4. This MOA shall be effective as of [Execution Date] and will remain in full force and effect through the length of the collective bargaining agreement between the Union and the Employer. This MOA shall be renewed from year to year thereafter, provided that either Party hereto may reopen the Agreement to modify, amend or terminate any of the provisions hereof by serving written notice on the other Party at least ninety (90) days prior to midnight of the expiration of the CBA between the Union and Avamere, or a subsequent September 30<sup>th</sup> of any contract year in which this Agreement remains in effect. The Employer further agrees that in addition to the Union's notice to [Operator Name] regarding modification, amendment, or termination of the CBA the Union shall provide notice to the Employer under this Agreement, and that the Employer shall be bound to any amendments or modifications to the current CBA that are negotiated and agreed to by the Union and [Employer Name] and that it shall sign an updated MOA and be bound by the terms of any successor CBA negotiated and agreed to by the Union [Employer Name], for Employer's Housekeeping and Laundry employees (if any) employed at [Facility Name].

[Subcontractor Name] SEIU Local 503 OPEU

Matthew Voight

Matthew Voight (Jun 11, 2021 14:42 PDT)

Name Matthew Voight

Jun 11, 2021

Unsigned by:

Melissa Unger

24F641A6737A445

Name

Melissa Unger

5/25/2021

**APPENDIX F: LETTER OF AGREEMENT - INTEREST BASED BARGAINING & CONTRACT FINALIZATION**

The Parties recognize the unprecedented amount of time, energy, and work that both Parties invested in 2021 successor contract negotiations. The Parties reached agreements on broad principles via consensus through a modified Interest Based Bargaining (IBB) process and individual workgroups. To this end, the Parties have until July 1<sup>st</sup>, 2021 to incorporate the agreements made through IBB into the actual contract language. The timeline may be extended by mutual agreement. The broad principles that were agreed to via IBB are listed below. While this list is meant to be comprehensive, it is likely that there are additional agreements that the Parties made but were not captured in the IBB bargaining notes (especially workgroups). Neither Party is restricted to bringing up items through this process that either side believes there is agreement on:

**IBB Potential Solutions List Staffing & Retention Discussions**

- Six month trial period for the float pool - continuation upon mutual agreement.
- Facility based bonuses to enable administrators to offer immediate incentives to staff to pick up extra shifts.
- On-call minimum work obligations, (i.e., at least two shifts per month).
- If an on-call person does not work for 90 calendar days, on-call folks are terminated per Avamere policy.
- Standardization of terminology (i.e., the term per diem should be eliminated. On-call is sufficient).
- Mandation and call-outs tracking and reports.
- Limitations on repeated mandation for the same bargaining unit employee.
- CMA staffing ratio, a housekeeping ratio based upon a number of factors, admissions count towards CNA staffing ratios,
- Acuity based staffing model pilot project.
- Shortstaffing tracking and reporting. Clear line of communication on short staffing concerns.
- Call in order for open CNA shifts/when CNAs are working under ratios.
- Short-staffing penalty pay.
- Housekeeping issues and concerns including total and/or maximum number of daily Discharge Cleanings within a facility or assigned to an individual employee.

## Precepting, Training and Mentoring Discussions

- New Hire on-boarding training to perform the duties expected in these roles to provide quality of care.
  - Two (2) month Process:
    - One (1) month skills/class
    - Two (2) weeks Knowledge
    - Two (2) weeks Skills
    - One (1) month floor training
    - Two (2) weeks Intermediate Care Facility
    - Two (2) weeks Skilled Nurse Facility
  - Transfers within AL orientation – (1-2 days)
- Experienced CNA orientation. Reevaluate to determine if employees need additional orientation and training.
- Expectation of preceptors:
  - Preceptors will be readily available and provide contact numbers, responsible for completion of check off skills, and new hire training paperwork (packet), etc.
  - We would like to see preceptors in the building with a lead being on each shift. 2 per shift, maybe 1 on NOC. If Avamere wants 1 preceptor per shift at small facilities, they will bring it up at a FACILITY specific LMC.
  - Each facility will have their own preceptors, per application process (below).
  - Notes: no floating preceptors. Preceptor from facility can access preceptors (this is a request; it is not mandated) from other facilities accordingly in case of absences etc. Can travel to closest location to receive appropriate train-the trainer.
- Preceptors: (Application consideration)
  - Must have minimum two (2) years CNA experience, could apply sooner based on work evaluation.

- Good Report (Time management, experience, charting, attendance, etc.).
- Applications must be filled out and turned in to the DNS and/or Administer. Upon receiving application lead preceptors would be contacted to start interview process with administration.
- Preceptors would be required to complete one (1) week training should be have standardized training class in a standardized training location.

**APPENDIX G: LETTER OF AGREEMENT - PILOT PROJECT INCENTIVE PERFORMANCE PAY**

The Parties shall investigate incentive based performance pay. These discussions shall occur at the Regional Labor Management Committee and shall be focused on facility by facility metrics and incentives. The Union is open to studying and investing research into this pilot project.

The Parties shall consider metrics, including but not limited to:

- Quality Mix,
- Reduction in Agency Utilization, Overtime and Extra Shift Incentives,
- Reduction in Voluntary Turnover,
- Increased 5-Star Quality Recognition,
- Increased Market share and occupancy rates.



**APPENDIX H: LETTER OF AGREEMENT - THE PEARL AT KRUZE WAY**

**Memory Care Center Training.** The Employer acknowledges the importance of adequate training and employee support as well as the impact that a lack of training has on employee satisfaction and staff turnover. The Employer shall provide an appropriate level of training to memory care staff before they are assigned independent work. The appropriate level of training shall be mutually agreed upon by the Employer and the employee's Preceptor. If an unforeseen circumstance (such as an employee callout) arises that results in a staff member being assigned independent work before the staff person received the appropriate level of training (as determined by the Employer and the employee's preceptor), then non-bargaining unit personnel shall assist that employee with their work assignment and there will be a meeting with that impacted staff member as soon as possible. The duration of training, prior to receiving an independent work assignment, will be dependent upon the experience, knowledge, skills and abilities of the individual employee.

**Housekeeping staffing.** The parties agree that staffing of housekeeping positions is an important issue. The parties agree that staffing levels, including those of housekeeping provided by vendors are an important topic and have impact on the safe and efficient operations of the facility. Thus, staffing levels, including housekeeping, will be an important topic to be explored at the facility level and State level Labor Management Committee. Ongoing collaborative discussions and problem solving may include such factors as minimum square footage (as suggested by the Employer) and resident discharges as noted in Appendix F - Interested Based Bargaining and Contract Finalization. If HCSG schedules are reduced from 8-hour shifts, then Avamere and SEIU will immediately meet to discuss the issue.

**APPENDIX I: LETTER OF AGREEMENT – LPN TRAINING**

The Employer and the Union jointly commit to the development and execution of an LPN training program to address the challenges of adequate staffing for Licensed Practical Nurses. The objective of this program is to meet workforce needs and to continue to develop a career pathway for Avamere employees who wish to pursue further education in the long-term care field.

## APPENDIX J: 2023 LPN STEP PLACEMENT

As a tentative agreement was reached between the parties on 11.3.23, the following examples illustrate step placement of LPNs into the newly negotiated wage scale:

- **Step 1:** Place an employee on the wage scale, Appendix C, based on Avamere seniority/licensed years of experience per the Oregon Board of Nursing.
- **Step 2:** If, as a result of wage placement, the employee receives less than a 3% raise, then the employee's wage rate must be raised to the wage step that is equivalent to a minimum 3% wage increase. This action may require multiple step increases.
- **Step 3:** At the time of recognition, if an employee's wage is higher than Step 15, then the employee shall receive a raise equal to a 3% increase on an employee's base pay rate.

### EXAMPLE #1, new hire.

At Contract Ratification	
Steps (years of Service)	Charge Nurse-LPN, ALF-LPN
0	\$34.25
90 Days	
1	\$35.11
2	\$35.98
3	\$36.88
4	\$37.81
5	\$38.75
6	\$39.53
7	\$40.32
8	\$41.12
9	\$41.95
10	\$42.78
11	\$43.53
12	\$44.29
13	\$45.07
14	\$45.86
15	\$46.66

An LPN with less than a year of licensed experience in Oregon and less than a year of seniority at Avamere is currently being paid \$33 dollars an hour. As of ratification, the LPN would move to step 0, \$34.25.

### Example #3

At Contract Ratification	
Steps (years of Service)	Charge Nurse-LPN, ALF-LPN
0	\$34.25
90 Days	
1	\$35.11
2	\$35.98
3	\$36.88
4	\$37.81
5	\$38.75
6	\$39.53
7	\$40.32
8	\$41.12
9	\$41.95
10	\$42.78
11	\$43.53
12	\$44.29
13	\$45.07
14	\$45.86
15	\$46.66

An LPN has one year of licensed experience and currently receives \$35.00 per hour as a charge nurse. Based on seniority, the LPN would be placed on Step 1 at \$35.11 per hour. To ensure a minimum raise of 3% and step placement, the LPN moves to the next closest step on the scale that guarantees at least a 3% raise (\$1.05) from the LPN's current pay (\$35.00): Step 3 at \$36.88 per hour.

### Example #4

At Contract Ratification	
Steps (years of Service)	Charge Nurse-LPN, ALF-LPN
0	\$34.25
90 Days	
1	\$35.11
2	\$35.98
3	\$36.88
4	\$37.81
5	\$38.75
6	\$39.53
7	\$40.32
8	\$41.12
9	\$41.95
10	\$42.78
11	\$43.53
12	\$44.29
13	\$45.07
14	\$45.86
15	\$46.66

An LPN has less than a year of licensed experience and currently receives \$38.62 per hour as a charge nurse. Based on seniority, the LPN would be placed on the bottom step of the scale (Step 0) at \$34.25 per hour. To ensure a minimum raise of 3% and step placement, the LPN moves to the next closest step on the scale that guarantees at least a 3% raise (\$1.16) from the LPN's current pay (\$38.62): Step 7 at \$40.32 per hour.

### Example #2

At Contract Ratification	
Steps (years of Service)	Charge Nurse-LPN, ALF-LPN
0	\$34.25
90 Days	
1	\$35.11
2	\$35.98
3	\$36.88
4	\$37.81
5	\$38.75
6	\$39.53
7	\$40.32
8	\$41.12
9	\$41.95
10	\$42.78
11	\$43.53
12	\$44.29
13	\$45.07
14	\$45.86
15	\$46.66

An LPN has more than 16 years of licensed experience and currently receives \$39.00 per hour as a charge nurse. Based on seniority, the LPN would be placed on the top step of the scale (Step 15) at \$46.66 per hour.

### Example #5

At Contract Ratification	
Steps (years of Service)	Charge Nurse-LPN, ALF-LPN
0	\$34.25
90 Days	
1	\$35.11
2	\$35.98
3	\$36.88
4	\$37.81
5	\$38.75
6	\$39.53
7	\$40.32
8	\$41.12
9	\$41.95
10	\$42.78
11	\$43.53
12	\$44.29
13	\$45.07
14	\$45.86
15	\$46.66

An LPN has 33 years of licensed experience and receives \$47.00 per hour as a charge nurse. Based on seniority, the LPN would be placed on the top step of the scale (Step 15) at \$46.66 per hour. Because no step high enough exists to guarantee a minimum raise of 3%, the LPN receives a flat 3% from their current pay (+\$1.41) and remains over-scale.

**TENTATIVE AGREEMENT MODIFICATIONS TO THE CBA APPROVED VIA THE STATEWIDE LABOR MANAGEMENT COMMITTEE**

This tentative agreement serves to incorporate changes to the existing CBA to address:

- SEIU's ability to organize LPNs/LPN charge nurses (Article 1 Recognition and Appendix D).
- A mutual desire by the parties to limit the practice of mandation to emergent circumstances (Articles 8.4 and 10.6).
- An updated wage table that reflects an agreement of the parties, which was reached in May, 2022.

For Avamere    For SEIU Local 503

*Carl Tabor*

Carl Tabor, RN, BSN, CWCN, NHA    Melissa Unger  
President, Avamere Living Skilled Division    Executive Director

*Melissa Unger*



Andrew W. Loomis (Aug 1, 2022 12:17 PDT)

Andrew W. Loomis, SPHR, SCP

Director of Employee & Labor Relations, Avamere Health Servi

**LETTER OF AGREEMENT: AVAMERE LIVING PRECEPTOR INCENTIVE POLICY**

Purpose: To reward Preceptors who train new Bargaining Unit Employees and to help increase retention of those new employees.

Procedure:

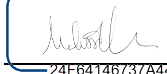
1. Each facility will identify Bargaining Unit Employees who are willing to mentor/precept newly hired employees of the same job position. These employees will be identified as Preceptors in the facility.
  - a. It is a goal that each facility will identify at least one Preceptor for each Day, Evening, and Night Shift, but this is not mandatory.
2. The identified Preceptors will be paid an additional \$2 per hour for every hour they are training new employees during their initial orientation.
  - a. The \$2 hourly rate increase remains the same regardless of the number of new employees being trained during that shift.
  - b. The \$2 per hour rate increase is only in effect on the shifts the Preceptor is doing the training with new employees.
3. Preceptors are encouraged to help retain the new employees they train and will have the opportunity to achieve additional Retention Bonus pay for successful efforts in doing so. The Preceptor will have the potential to receive the Retention Bonus for each employee they train at the facility.
4. The Retention Bonus pay will be awarded to the Preceptor as follows:
  - a. \$200 bonus for 90-day retention
  - b. \$200 bonus for 180-day retention
  - c. \$200 bonus for 1-Year retention Agreement is indicated by the signatures below:

For the Union:

For the Employer:

9-3-2021

DocuSigned by:



9/14/2021



Melissa  
Unger  
Executive  
Director

Date

Carl Tabor  
President -Avamere Living Skilled  
Division

Date