

**Summary of Tentative Agreements
Between
SEIU Local 503 and Volare**

Article 11 – Compensation

- Verifiable out of state relevant experience now counts towards wage placement, such as licensed CNA time out of state.

- **Wage Scale and Step Increases**
 - On October 1st, 2024, 3% raise to the wage scale. Staff move up one step.
 - On July 1st, 2025, 1% raise to the wage scale.
 - On October 1st, 2025, 3% raise to the wage scale. Staff move up one step.
 - On October 1st, 2026, 3% raise to the wage scale. Staff move up one step.

- Employees paid above the wage scale shall receive:
 - 3% raise on 10-1-24.
 - 1% raise on 7-1-25.
 - 3% raise on 10-1-25.
 - 3% raise on 10-1-26.

- New Weekend Shift Differential: All employees shall receive a \$1.00 per hour increase for all hours worked from Friday at 10pm to Monday at 6am.

Volare employees will join the Union’s Essential Worker Healthcare Trust (date pending further discussions with Volare, estimated March, 2025)

- Employee Premiums
 - Employee Only \$35
 - Employee & Spouse \$70
 - Employee and Family \$105

- On January 1st, 2026 and January 1st, 2027, cost controls.
 - 0% to 5% no increase to employee premium.
 - \$ 5% to 10%, employee premium increases at the same amount per healthcare selection tier.

New longevity bonuses

Longevity Bonus After Passing Anniversary Date (i.e. Hiring Date):

- Bonus Value 1st Anniversary \$100
- 3rd Anniversary \$300
- 5th Anniversary \$500
- 8th Anniversary \$800
- 10th Anniversary \$1000
- 15th Anniversary 1500
- 20th Anniversary \$2000
- 30th Anniversary \$3000
- 40th Anniversary \$4000

In order to implement this new longevity benefit, by December 1st, 2024, the Employer shall pay out the

longevity bonuses to each employee whose anniversary date falls in-between the 10th, 15th, 20th, 30th and 40th years.

Juneteenth is now a paid holiday.

New staffing protections: The Employer's decisions about staffing will be driven by specific acuity and patient needs. Volare and SEIU will work together to staff by acuity, when required, by new federal staffing standards. Employees who believe they cannot effectively complete their assigned workload will bring their concerns to their supervisor. The supervisor or designee will assess the workload and work with the employee to ensure that the Facility's residents' care needs are met.

New Mandation Process

Bargaining Unit Employees will not be required to work outside of their scheduled shift, except in emergent circumstances. An example of emergent circumstances may include unplanned absences due to illness, and or emergency weather. Future shifts that lack sufficient staffing with unexpected absences would not be considered an emergent circumstance. This is to prevent mandation from being used as a regular tool for filling shifts while it is also protecting the employers ability to ensure resident safety in emergency staffing situations.

- During an emergent event where a bargaining unit employee is mandated to work outside their scheduled shift, employees will receive an extra shift premium of \$5.50 per hour added to their base rate of pay. If they volunteer to stay over they will be eligible for the union pick up bonus, and 1 hour of PTO for every hour increment a BUE stays over, with a max of 4 hours of PTO.
- Bargaining unit employee will not be mandated to work more than 4 hours beyond their regular shift.
- No bargaining unit employee shall be mandated more than once per 60 continuous calendar days Emergent mandation will be done in a rotating seniority order beginning with least senior BUE on shift, then moving through BUE on shift.
- Bargaining unit employees will be notified of mandation no less then 2 hours before the end of the shift, except in extreme circumstances.

Volare will use the following CNA ratios to determine mandation for CNAs:

Day Shift: 1:10

Eve Shift: 1:12

Noc Shift: 1:20

Other Contract Improvements: Strengthened contract language in the following sections:

- Seniority, Union Dues, Language in the Workplace, Employee Rights related to disciplines (Union gets copies of all disciplines) and suspensions (7 day timeline).
- Bargaining Team Paid Release Time: Bargaining team members may attend negotiations without loss of pay or benefits.

Duration

- 3-year contact, expires 9.30.27.

Wage Scales

10-1-24 Wage Scale, Retroactive to October 1st, 2024									
Steps	NA	CNA	CNA On-Call	CMA & Restorative Aides	CMA On-Call	Dietary Aide, Housekeeper, Laundry Aide, Ward Assistant, Assistant Cook/Chef	Cook/Chef	Social Services Assistant, HIM Assistant, Recreation Assistant, Maintenance Assistant, Van Driver, Central Supply Clerk, Secretary	
									3.0%
0	\$21.69	\$21.89	\$24.21	\$24.02	\$25.39	\$19.57	\$20.45	\$20.83	
1		\$22.52	\$24.83	\$24.67	\$26.01	\$20.20	\$21.06	\$21.44	
2		\$23.14	\$25.53	\$25.36	\$26.74	\$20.75	\$21.64	\$21.87	
3		\$23.71	\$26.17	\$25.99	\$27.41	\$21.25	\$22.16	\$22.29	
4		\$24.29	\$26.82	\$26.64	\$28.10	\$21.75	\$22.69	\$22.71	
5		\$24.88	\$27.50	\$27.31	\$28.82	\$22.28	\$23.25	\$23.13	
6		\$25.50	\$28.19	\$28.00	\$29.55	\$22.81	\$23.81	\$23.56	
7		\$26.14	\$28.91	\$28.71	\$30.30	\$23.37	\$24.39	\$23.98	
8		\$26.79	\$29.64	\$29.44	\$31.09	\$23.94	\$25.00	\$24.40	
9		\$27.47	\$30.41	\$30.19	\$31.89	\$24.52	\$25.62	\$24.82	
10		\$28.16	\$31.19	\$30.96	\$32.71	\$25.13	\$26.25	\$25.25	

July 1st 2025									
Steps	NA	CNA	CNA On-Call	CMA & Restorative Aides	CMA On-Call	Dietary Aide, Housekeeper, Laundry Aide, Ward Assistant, Assistant Cook/Chef	Cook/Chef	Social Services Assistant, HIM Assistant, Recreation Assistant, Maintenance Assistant, Van Driver, Central Supply Clerk, Secretary	
									1.0%
0	\$21.91	\$22.11	\$24.45	\$24.26	\$25.64	\$19.77	\$20.65	\$21.03	
1		\$22.74	\$25.08	\$24.92	\$26.27	\$20.40	\$21.27	\$21.66	
2		\$23.38	\$25.79	\$25.61	\$27.01	\$20.96	\$21.86	\$22.09	
3		\$23.95	\$26.43	\$26.25	\$27.68	\$21.46	\$22.38	\$22.51	
4		\$24.53	\$27.09	\$26.90	\$28.38	\$21.97	\$22.92	\$22.94	
5		\$25.13	\$27.78	\$27.58	\$29.11	\$22.50	\$23.48	\$23.37	
6		\$25.76	\$28.47	\$28.28	\$29.85	\$23.04	\$24.05	\$23.79	
7		\$26.40	\$29.20	\$28.99	\$30.61	\$23.60	\$24.63	\$24.22	
8		\$27.06	\$29.94	\$29.73	\$31.40	\$24.18	\$25.25	\$24.64	
9		\$27.74	\$30.71	\$30.49	\$32.21	\$24.77	\$25.87	\$25.07	
10		\$28.44	\$31.50	\$31.27	\$33.04	\$25.38	\$26.52	\$25.50	

October 1st, 2025									
Steps	NA	CNA	CNA On-Call	CMA & Restorative Aides	CMA On-Call	Dietary Aide, Housekeeper, Laundry Aide, Ward Assistant, Assistant Cook/Chef	Cook/Chef	Social Services Assistant, HIM Assistant, Recreation Assistant, Maintenance Assistant, Van Driver, Central Supply Clerk, Secretary	
									3.0%
0	\$22.57	\$22.77	\$25.18	\$24.99	\$26.41	\$20.36	\$21.27	\$21.67	
1		\$23.42	\$25.83	\$25.66	\$27.06	\$21.01	\$21.91	\$22.31	
2		\$24.08	\$26.56	\$26.38	\$27.82	\$21.59	\$22.51	\$22.75	
3		\$24.67	\$27.23	\$27.03	\$28.51	\$22.11	\$23.05	\$23.19	
4		\$25.27	\$27.90	\$27.71	\$29.23	\$22.63	\$23.61	\$23.63	
5		\$25.89	\$28.61	\$28.41	\$29.98	\$23.18	\$24.18	\$24.07	
6		\$26.53	\$29.33	\$29.12	\$30.74	\$23.73	\$24.77	\$24.51	
7		\$27.19	\$30.08	\$29.86	\$31.52	\$24.31	\$25.37	\$24.94	
8		\$27.87	\$30.84	\$30.62	\$32.34	\$24.90	\$26.01	\$25.38	
9		\$28.58	\$31.63	\$31.41	\$33.17	\$25.51	\$26.65	\$25.82	
10		\$29.30	\$32.45	\$32.21	\$34.03	\$26.14	\$27.31	\$26.26	

October 1st, 2026

Steps	NA	CNA	CNA On-Call	CMA & Restorative Aides	CMA On-Call	Dietary Aide, Housekeeper, Laundry Aide, Ward Assistant, Assistant Cook/Chef	Cook/Chef	Social Services Assistant, HIM Assistant, Recreation Assistant, Maintenance Assistant, Van Driver, Central Supply Clerk, Secretary	3.0%
0	\$23.24	\$23.45	\$25.94	\$25.74	\$27.21	\$20.97	\$21.91	\$22.32	
1		\$24.13	\$26.61	\$26.43	\$27.87	\$21.64	\$22.57	\$22.98	
2		\$24.80	\$27.36	\$27.17	\$28.65	\$22.24	\$23.19	\$23.43	
3		\$25.41	\$28.04	\$27.85	\$29.37	\$22.77	\$23.74	\$23.88	
4		\$26.02	\$28.74	\$28.54	\$30.11	\$23.31	\$24.31	\$24.34	
5		\$26.66	\$29.47	\$29.26	\$30.88	\$23.87	\$24.91	\$24.79	
6		\$27.33	\$30.21	\$30.00	\$31.66	\$24.45	\$25.52	\$25.24	
7		\$28.01	\$30.98	\$30.76	\$32.47	\$25.04	\$26.13	\$25.69	
8		\$28.71	\$31.76	\$31.54	\$33.31	\$25.65	\$26.79	\$26.15	
9		\$29.43	\$32.58	\$32.35	\$34.17	\$26.28	\$27.45	\$26.60	
10		\$30.17	\$33.42	\$33.18	\$35.05	\$26.93	\$28.13	\$27.05	