

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.

To this end, the Parties agree that Avamere will participate in the RISE LPN Pathway Program Pilot beginning in 2025. Pilot costs will be borne by RISE via grant funding and/or as approved by the SEIU Local 503 & Joint Employers Workforce Development Fund.

The union and employer will work jointly to establish a selection process including the agreed upon criteria.

To be considered for participation in the RISE LPN Pathway Program, each Participant must meet at least the following requirements:

1. Current Certified Nursing Assistant Certification in the state of Oregon.
2. Been employed as a Certified Nursing Assistant with Avamere for a minimum of 1 year;
3. Not have formal written discipline or Corrective Action within the last 12 months;
4. Commit to continuing as an employee of Avamere for two years upon program completion.

Participation and funding of individuals in the RISE LPN Pathway Program will also be contingent upon their acceptance into the participating educational provider's program.

Selected Participants will be offered a reduced schedule to provide time for completion of coursework, labs and clinicals. The facility will work with the Participant at the beginning of each term to establish a set weekly schedule that allows the Employee to attend required classes, labs and clinicals.

RISE Partnership will provide a training stipend to Participants subject to available funding. This stipend will not be considered wages. Selected Participants will be considered full-time status during the duration of their participation in the program, and eligible for all benefits normally afforded to full-time employees, including maintaining eligibility for the health insurance offered through the Essential Workers Healthcare Trust.

Mary Kofstad

Mary Kofstad Avamere

Sean Staub

Sean Staub SEIU 503

Signature: Mary Kofstad
Mary Kofstad (Feb 11, 2025 10:54 PST)
Email: mary.kofstad@avamere.com

Signature: Sean Staub
Sean Staub (Feb 11, 2025 13:03 PST)
Email: staubs@seiu503.org

LPN Training LOA

Final Audit Report

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