

Local 1337 Tentative Agreement Summary

2026

Article 17 Vacation Hours

- 1) Full Time Employees-Vacation accrual will continue to accrue until a maximum is reached based on the following schedule:
- 2) Full Time Employees-Vacation accrual will continue to accrue until a maximum is reached based on the following schedule:
 - a. New Hire-1 year: 40 hours/year (0.01923 hours earned per regular hour worked)
 - b. 1-4 years: 80 hours/year (0.0385 hours earned per regular hour worked)
 - c. 5-9 years: 160 hours/year (0.0769 hours earned per regular hour worked)
 - d. 10+ years: 200 hours/year (0.09615 hours earned per regular hour worked)

19.1 Effective July 1, 2026, all employees will be paid according to the below wage grid in Section 19.2, which is based on employee's total experience in the role, inclusive of all Nursing Assistant related experience prior to current role.

19.2 Wage Scale:

Base Wage as of July 1, 2026				
Start through end of 1 year	1 year through end of 4 years	5 years through end of 8 years	9 years through end of 10 years	11+years
\$20.79	\$21.59	\$22.39	\$23.18	\$23.99

Base Wage as of July 1, 2027 (with General Wage Increase of 3.5%)				
Start through end of 1 year	1 year through end of 4 years	5 years through end of 8 years	9 years through end of 10 years	11+years
\$21.52	\$22.35	\$23.17	\$23.99	\$24.83

Base wage adjustments shall be implemented on the Sunday immediately following July 1, 2026, and July 1, 2027, respectively, and will not be implemented on Employee anniversary date.

19.3 For union endorsement and ratification in round one, each full-time member as of July 1, 2026 will receive a \$25 bonus; each part-time member as of July 1, 2026 will receive a \$25 bonus; on-call is not included. Ratification bonuses will be paid within 30 days of

ratification.

Wage grid based on total experience as a Nursing Assistant or other relevant experience including, but not limited to, a Home Health Aide. Experience determination is at the discretion of Employer. Team members must provide verifiable evidence of all Nursing Assistant or other relevant employment.

The company may hire Employees above the minimum level at its sole discretion based on years of experience. Employees currently working for the Company will be adjusted to match the years of services with the Company.