

**Memorandum of Understanding Between the
Hawaii Hospital & Health Care Workers Union and The Care Center of Honolulu**

This Memorandum of Understanding Amends the Collective Bargaining Agreement (CBA) between the parties that was effective July 1, 2018 to July 1, 2020, and extended by mutual agreement through December 31, 2020; and further amended by the Memorandum of Understanding dated June 17, 2021. No other issues or matters remain open and this constitutes a full and complete understanding of the terms of the parties CBA.

- A. Full and part-time Bargaining Unit employees employed prior to April 1, 2021 shall receive a bonus of Five Hundred Dollars (\$500.00) payable on the first payday after July 1, 2022.**
- B. The following amendments to the CBA shall apply to all bargaining unit employees**
 - 1. Exhibit A and Exhibit A-1 Wage Schedule for employees
 - 2. The Job Rate and Start Rate for LPNs shall be adjusted on July 1, 2022 by \$0.75; on March 1, 2023 by \$0.75; and on September 1, 2023 by \$0.75.
 - 3. The Job Rate and Start Rate for the Maintenance Worker Lead, Maintenance Worker and Utility Worker shall be adjusted on July 1, 2022 by \$0.65; on March 1, 2023 by \$0.65; and on September 1, 2023 by \$0.65.
 - 4. The Job Rate and Start Rate for the Housekeeping Aide and Dietary Aide shall be adjusted on July 1, 2022 by \$0.35; on March 1, 2023 by \$0.35; and on September 1, 2023 by \$0.50.
 - 5. The Job Rate and Start Rate for CNAs and all other job titles in the bargaining unit shall be adjusted on July 1, 2022 by \$0.50; on March 1, 2023 by \$0.50; and on September 1, 2023 by \$0.50.

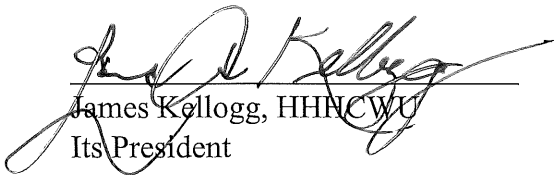
**Memorandum of Understanding Between the
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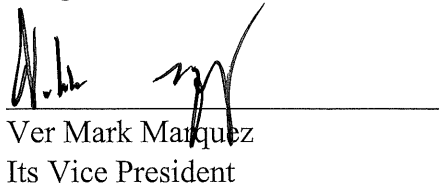
Section 43. Duration of Agreement

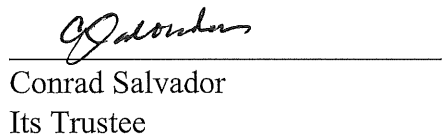
The terms and conditions of the Agreement shall become effective upon its ratification, except where other effective dates are specifically indicated, and shall remain in full force and effect to and including midnight, June 30, 2024.

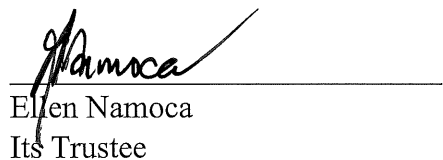
Agreed and Understood this 29th Day of June 2022.

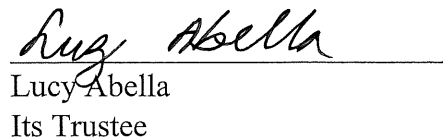
Hawaii Hospital & Health Care Workers Union
"HHHCWU"


James Kellogg, HHHCWU
Its President


Ver Mark Marquez
Its Vice President


Conrad Salvador
Its Trustee


Ellen Namoca
Its Trustee


Lucy Abella
Its Trustee

The Care Center of Honolulu
"CCOH"

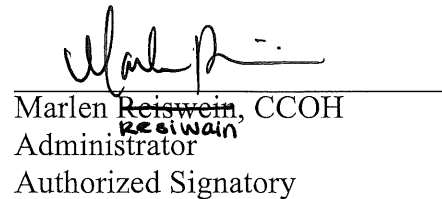

Marlen Reisswein, CCOH
Administrator
Authorized Signatory

EXHIBIT A

TIER ONE UNION RATES

		<u>CURRENT (Before 7/1/22)</u>		<u>7/1/2022</u>		<u>3/1/2023</u>		<u>9/1/2023</u>	
		Start Rate	Job Rate	Start Rate	Job Rate	Start Rate	Job Rate	Start Rate	Job Rate
Dietary	Cook Lead	\$17.16	\$18.25	\$17.66	\$18.75	\$18.16	\$19.25	\$18.66	\$19.75
	Cook I	\$16.38	\$17.42	\$16.88	\$17.92	\$17.38	\$18.42	\$17.88	\$18.92
	Cook II	\$15.00	\$15.96	\$15.50	\$16.46	\$16.00	\$16.96	\$16.50	\$17.46
	Dietary Aide Lead	\$13.79	\$14.67	\$14.29	\$15.17	\$14.79	\$15.67	\$15.29	\$16.17
	Dietary Aide	\$13.71	\$14.54	\$14.06	\$14.89	\$14.41	\$15.24	\$14.91	\$15.74
Housekeeping	Housekeeping Aide Lead	\$13.79	\$14.67	\$14.29	\$15.17	\$14.79	\$15.67	\$15.29	\$16.17
	Utility Worker	\$13.79	\$14.67	\$14.44	\$15.32	\$15.09	\$15.97	\$15.74	\$16.62
	Laundry Worker	\$13.55	\$14.41	\$14.05	\$14.91	\$14.55	\$15.41	\$15.05	\$15.91
	Housekeeping Aide	\$13.71	\$14.54	\$14.06	\$14.89	\$14.41	\$15.24	\$14.91	\$15.74
Maintenance	Maintenance Worker Lead	\$16.18	\$17.21	\$16.83	\$17.86	\$17.48	\$18.51	\$18.13	\$19.16
	Maintenance Worker	\$14.62	\$15.54	\$15.27	\$16.19	\$15.92	\$16.84	\$16.57	\$17.49
	Groundskeeper	\$13.55	\$14.41	\$14.20	\$15.06	\$14.85	\$15.71	\$15.50	\$16.36
Nursing	CNA	\$15.85	\$16.86	\$16.35	\$17.36	\$16.85	\$17.86	\$17.35	\$18.36
	CNA Lead	\$16.20	\$17.23	\$16.70	\$17.73	\$17.20	\$18.23	\$17.70	\$18.73
	LPN	\$26.71	\$28.35	\$27.46	\$29.10	\$28.21	\$29.85	\$28.96	\$30.60
	Head LPN	\$27.71	\$29.35	\$28.46	\$30.10	\$29.21	\$30.85	\$29.96	\$31.60

EXHIBIT A-1

TIER TWO UNION RATES

(Employees hired after 4/1/2021)

TIER TWO UNION RATES			CURRENT (Before 7/1/22)		7/1/2022		3/1/2023		9/1/2023	
			Start Rate	Current Job Rate	Start Rate	Job Rate	Start Rate	Job Rate	Start Rate	Job Rate
Dietary	Cook Lead		\$19.88	\$20.95	\$20.38	\$21.45	\$20.88	\$21.95	\$21.38	\$22.45
	Cook I		\$19.12	\$20.14	\$19.62	\$20.64	\$20.12	\$21.14	\$20.62	\$21.64
	Cook II		\$17.77	\$18.71	\$18.27	\$19.21	\$18.77	\$19.71	\$19.27	\$20.21
	Dietary Aide Lead		\$16.58	\$17.44	\$17.08	\$17.94	\$17.58	\$18.44	\$18.08	\$18.94
	Dietary Aide		\$16.11	\$16.94	\$16.46	\$17.29	\$16.81	\$17.64	\$17.31	\$18.14
Housekeeping	Housekeeping Aide Lead		\$16.58	\$17.44	\$17.08	\$17.94	\$17.58	\$18.44	\$18.08	\$18.94
	Utility Worker		\$16.58	\$17.44	\$17.23	\$18.09	\$17.88	\$18.74	\$18.53	\$19.39
	Laundry Worker		\$16.34	\$17.19	\$16.84	\$17.69	\$17.34	\$18.19	\$17.84	\$18.69
	Housekeeping Aide		\$16.11	\$16.94	\$16.46	\$17.29	\$16.81	\$17.64	\$17.31	\$18.14
Maintenance	Maintenance Worker Lead		\$18.92	\$19.93	\$19.57	\$20.58	\$20.22	\$21.23	\$20.87	\$21.88
	Maintenance Worker		\$17.39	\$18.30	\$18.04	\$18.95	\$18.69	\$19.60	\$19.34	\$20.25
	Groundskeeper		\$16.34	\$17.19	\$16.99	\$17.84	\$17.64	\$18.49	\$18.29	\$19.14
Nursing	CNA		\$19.38	\$20.37	\$19.88	\$20.87	\$20.38	\$21.37	\$20.88	\$21.87
	CNA Lead		\$19.72	\$20.73	\$20.22	\$21.23	\$20.72	\$21.73	\$21.22	\$22.23
	LPN		\$28.77	\$30.41	\$29.52	\$31.16	\$30.27	\$31.91	\$31.02	\$32.66
	Head LPN		\$29.77	\$31.41	\$30.52	\$32.16	\$31.27	\$32.91	\$32.02	\$33.66