

Morrison Living at The Sequoias Portola Valley  
**SUMMARY of TENTATIVE AGREEMENT**  
 7/7/21

•**Term of New Contract:**

Our new contract with Morrison Living is a 3-year contract that starts on May 11, 2021 and expires on May 10, 2024.

•**Medical, Dental, Vision, Life, and Accidental Death and Dismemberment Insurance:**

*There are no changes here from what was agreed when Morrison Living first became the employer back in March 2021.*

For Regular Full-Time and Regular Part-Time employees:

Plan	Normal cost for employees under Morrison (for employee only)	Cost for NUHW members under Morrison (for employee only)
<i>Kaiser Bronze HMO</i>	78.19/month	0
<i>Kaiser Silver HMO</i>	91.57/month	0
<i>Kaiser Gold HMO</i>	198.97/month	35.00/month
<i>Bronze Plus PPO</i>	97.82/month	19.62/month
<i>Silver Plus PPO</i>	139.65/month	48.08/month
<i>Gold Plus PPO</i>	325.22/month	161.25/month
<i>Comprehensive Vision</i>	8.55/month	0
<i>Comprehensive Dental</i>	13.32/month	0
<i>Basic Life (up to \$10,000)</i>	0	0
<i>Supplemental Life (up to \$25,000)</i>	2.54/month to 28.86/month	0
<i>Accidental Death and Dismemberment</i>	1.15/month to 1.70/month	0

For employees who wish to also cover their spouses or children on Medical, Dental, or Vision plans, Morrison will cover the amounts above, but the additional costs will be covered by the employee.

Also, Morrison will provide a Flexible Spending Account (FSA) for each employee. The account will be fully funded by Morrison in the amount below:

Plan	Yearly amount in FSA
<i>Bronze plans</i>	\$2,100
<i>Silver plans</i>	\$2,000
<i>Gold plans</i>	\$1,500

Employees can be reimbursed for copays and deductibles from these accounts.

At the end of each year, employees may roll over \$500 to the next year's account. If there is any money left over after the rollovers, the rest of the money is all pooled together and divided evenly among all NUHW members on approximately May 1 of the next year.

## •Sick Leave

No employee may accrue more than 60 days of sick leave (unless you currently have more than 60 days of sick leave, in which case you may keep what you have and use it). Upon ratification of this contract, each employee has the one-time option to cash out all sick days above 45 days at rate of half a day's pay for each day of sick leave. Then, upon retirement or termination, each employee may cash out their sick leave as follows:

- Fewer than 10 years of service:* may cash out up to 45 days at the rate of half a day's pay for each day of sick leave

- 10 years of service or more:* may cash out up to 45 days at the rate of a full day's pay for each day of sick leave

## •Retirement Benefits

Each Regular Full-Time and Regular Part-Time employee will have a 401(k) retirement plan through Morrison Living.

## •Subcontracting

If there is any future subcontracting, the Employer is now required to give us at least 60 days notice.

## •Safety Bonus

Any employee who has no preventable workplace injury for 12 months receives a \$300 bonus.

## •Wage increases

- Across-the-board wage increases:*

- July 2021: 4% wage increase (+1% for Painter and Housekeeping positions)

- July 2022: 3% wage increase

- July 2023: 3% wage increase

- Ratification Bonus:*

- Each employee will receive a \$200 bonus after this contract is ratified.