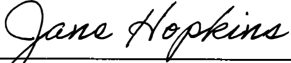


**CCS NW and SEIU 1199 NW  
Contract Extension**

- Extend the current CBA for 2 years:**  
July 1, 2024 – June 30, 2026
  
- Contract extension is tied to the following:**
  - Increase in bargaining unit staff wages as outlined below for Article XXIII.
    - The parties both acknowledge that the initial retroactive increase outlined below is in addition to the original increases bargained for the current CBA through 6/30/2024.
  
  - The parties agree to begin bargaining in the first quarter of 2026.
  
- Article XXIII – Wages / Section 23.1 - Wages**
  - 15% increase effective retroactively to January 1, 2024 for each active employee and to the base wage for each job class on the wage scale.
  - 3% increase effective July 1, 2024 for each active employee and to the base wage for each job class on the wage scale.
  - 7% increase effective July 1<sup>st</sup>, 2025 for each active employee and to the base wage for each job class on the wage scale.

The January 2024 pay increase and retroactive pay will be paid out no later than the second paycheck post ratification and full execution of this agreement.

Subsequent pay increases will be implemented on the first paycheck following the effective date.

  
\_\_\_\_\_  
Jane Hopkins, President, SEIU Healthcare 1199 NW

3/7/24  
Date

  
\_\_\_\_\_  
Kim William Vice President Human Resources  
Catholic Community Services WW

3/5/24  
Date