

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

BRIGHT NOW DENTAL AND SEIU LOCAL 1021

Title Provision

Agreement

TERM:

July 1, 2019 to June 30, 2022

This Agreement shall remain in full force and effect from July 1, 2019 up to and including June 30, 2022.

WAGES:

2019 – 2.25%, Effective 9/1/19 (retro to be paid out on first pay period following ratification)

2020 – 3%, Effective July 1, 2020

2021 – 3%, Effective July 1, 2021

2022 – 2.5%, Effective July 1, 2022

HOURS OF WORK: Each day an employee is required to report to work on their scheduled day off and is furnished with less than his or her scheduled day's work, he or she must be paid for 6 hours at his or her regular rate of pay.

Exceptions to the requirement for reporting time are as follows:

- When operations cannot begin or continue due to threats to employees or property, or when civil authorities recommend that work not begin or continue; or
- When public utilities fail to supply electricity, water, or gas, or there is a failure in the public utilities, or sewer system; or
- When the interruption of work is caused by an Act of God or other cause not within the employer's control, for example, an earthquake.

APPENDIX A :

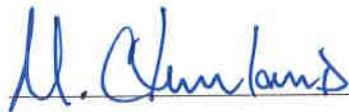
Appendix A – Entry Level Rates

	Hourly Rate
Office Biller	\$12.18
Patient Care Coordinator	\$12.92 \$15.50
Treatment Counselor	\$15.28 \$15.50
Dental Assistant	\$9.72 \$15.50
Sr. Dental Assistant	\$12.60
RDA	\$12.17 - \$17.60
SR. RDA	\$15.60-\$18.48

Article 10, Section 9

Section 9 – “Bargaining unit employees hired prior to January 1, 2017 (and employed as of the date of ratification) will receive a longevity bonus the first pay period in January 2020, 2021, and 2022 equal to the difference between what each member received for sick and vacation hours prior to the conversion to the PTO accrual system so that employees hired prior to January 1, 2017 remain whole.”

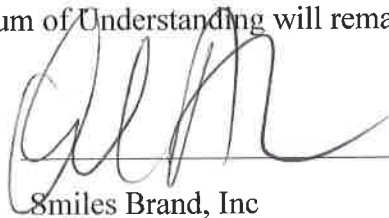
All other provisions within this Memorandum of Understanding will remain in effect



SEIU Local 1021



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Smiles Brand, Inc

Smiles Brand, Inc