

Amendment to Youth Homes, Inc. Residential Counselor, SEIU, Local 1021 Contract for a contract extension period beginning July 1, 2021 through June 30, 2024.

**Residential Counselor Current Wage Step Schedule January 2021:**

1	2	3	4	5	6	7	8	9	10
\$18.20	\$18.45	\$18.70	\$18.95	\$19.20	\$19.45	\$19.70	\$19.95	\$20.25	\$20.55
11	12	13	14	15	16	17	18	19	20
\$20.85	\$21.15	\$21.45	\$21.75	\$22.10	\$22.45	\$22.80	\$23.15	\$23.50	\$23.90
21	22	23	24	25	26	27	28	29	30
\$24.30	\$24.70	\$25.10	\$25.50	\$25.90	\$26.30	\$26.70	\$27.10	\$27.50	\$27.90

**Residential Counselor Proposed Increased Step Schedule effective January 1, 2022:**

**Note:** Current *Senior Counselors* will continue to be paid an additional \$1.00 per hour

1	2	3	4	5	6	7	8	9	10
\$19.50	\$19.75	\$20.00	\$20.25	\$20.50	\$20.75	\$21.00	\$21.25	\$21.50	\$21.75
11	12	13	14	15	16	17	18	19	20
\$22.00	\$22.25	\$22.50	\$22.75	\$23.00	\$23.25	\$23.50	\$23.75	\$24.00	\$24.25
21	22	23	24	25	26	27	28	29	30
\$24.50	\$24.75	\$25.00	\$25.25	\$25.50	\$25.75	\$26.00	\$26.25	\$26.50	\$26.75

For New Hires:

**Step 1** - New Counselors without a Bachelor's Degree and one year or less experience begin at step 1.

**Step 2**- New Counselors without a Bachelor's Degree and with two plus years' experience begin at step 2.

**Step 3** – New Counselors with a Bachelor's Degree in a non-related field begin at step 3.

**Step 4** – New Counselors with a Bachelor's Degree in psychology, sociology or social work begin at step 4.

For Current Staff:

All current Counselors will be brought up to their current step according to the new step table effective September 1, 2021.

**Steps 1 - 8** will be a recurring annual increase on anniversary date of \$0.25 effective January 1, 2022.

**Steps 9 - 14** will be a recurring annual increase on anniversary date of \$0.30 effective January 1, 2022.

**Steps 15 – 19** will be a recurring annual increase on anniversary date of \$0.35 effective January 1, 2022.

**Steps 20 – 30** will be a recurring annual increase on anniversary date of \$0.40 effective January 1, 2022.

**Step 30 – Residential Counselors will cap out**

\*\*\*\*\*Please note that the new starting rate will be higher than the Wage Order 5. This means staff will not receive an additional increase on January 1, 2022. In exchange for this they all will be receiving their increase on September 1, 2021.

This amendment has been approved by the SEIU and membership:

Signed for SEIU

DocuSigned by: <u>David Canham</u> 35711213FE54592 SEIU Executive Director Signature	David Canham _____ Printed Name	11/9/2021 _____ Date
DocuSigned by: <u>Peter Masiak</u> 45711213FE54592 SEIU East Bay Field Director Signature	Peter Masiak _____ Printed Name	11/10/2021 _____ Date
DocuSigned by: <u>Blake Huntsman</u> 76311213FE54592 SEIU East Bay Field Supervisor Signature	Blake Huntsman _____ Printed Name	11/11/2021 _____ Date
DocuSigned by: <u>Ossee Desmangles</u> 76311213FE54592 SEIU Field Representative Signature	Ossee Desmangles _____ Printed Name	11/11/2021 _____ Date
_____ Represented Staff Representative Signature	_____ Printed Name	_____ Date

This amendment has been approved by Youth Homes, Inc.

Signed for Youth Homes, Inc.

DocuSigned by: <u>Vickia Brinkley</u> F6B9920D3BF5471 VP of Human Resources Signature	vickia Brinkley _____ Printed Name	1/6/2022 _____ Date
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