

**SIDE LETTER AGREEMENT
BETWEEN ASIAN HEALTH SERVICES AND
SERVICE EMPLOYEES' INTERNATIONAL UNION, LOCAL 1021, GENERAL UNIT
CHAPTER**

The parties to this Side Letter Agreement (“Agreement”) are Asian Health Services (the “AHS”) and Service Employees International Union, Local 1021, General Unit Chapter (the “Union”). AHS and the Union are collectively referred to as the “parties.”

This Agreement is the result of a meet and confer meeting regarding AHS’ concern regarding recruitment and retention issues related to the Nurse Practitioners and Physician Assistant Classifications.

To address recruitment and retention issues related to the Nurse Practitioners and the Physician’s assistants, the parties have agreed to implement the following terms:

1. This mid contract side letter agreement shall not set a precedent or expectation that additional increases based on recruitment and retention shall occur during the term of the contract; and
2. This mid contract side letter agreement is not a result of any mistake during the 2021 successor bargaining negotiations related to the salaries of the Nurse Practitioners and the Physician Assistants: and
3. Effective the first full pay period after the parties have fully executed this side letter agreement, each step of the salary range for the Nurse Practitioner and the Physician Assistants shall be increased by 3.0% and the new salary range for both classifications shall be as follows:

Position	Step 1	Step 2	Step 3	Step 4	Step 5
Nurse Practitioner	118,443.00	123,435.00	138,391.50	140,887.50	143,403.00
Physician’s Assistant	118,443.00	123,435.00	138,391.50	140,887.50	143,403.00

Position	Step 6	Step 7	Step 8	Step 9	Step 10
Nurse Practitioner	145,879.50	148,395.00	150,852.00	153,367.50	155,863.50
Physician’s Assistant	145,879.50	148,395.00	150,852.00	153,367.50	155,863.50

and

4. The Parties understand that each step of the salary range may be rounded in accordance with payroll practices to as close to 3.0%, and
5. All other salary provisions related to the Nurse Practitioner and Physician Assistant shall be in accordance with current Collective Bargaining Agreement provisions; and,
6. This Agreement is non-precedent setting and shall not be treated as evidence of status quo in any dispute between the parties.

WHEREFORE, the parties by and through their authorized agents and representatives agree to the above terms of this Agreement.

For Asian Health Services

DocuSigned by:
By Sean Tran 3/1/2022
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Sean Tran, HR Director
DocuSigned by:
By Dania Torres Wong 3/1/2022
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Dania Torres Wong, Chief Negotiator

For SEIU Local 1021

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Yingmin Feng
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By Tina Diep 3/1/2022
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Tina Diep, SEIU Board Representative

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Saad Muhammad, Field Representative