1199SEIU UNITED HEALTHCARE WORKERS EAST – GROUP OF 68

SUMMARY OF 2026-2029 MEMORANDUM OF AGREEMENT

The attached Memorandum of Agreement reflects the results of the Parties' negotiations which will be submitted to the principals of each Employer, the Union and the Union membership for approval, ratification, and signature within ten (10) days. This Summary may be signed in counterparts.

Dated: August 19, 2026

Michael Balboni

Robin Rosen

Henry Shapiro

Chris Valentino

Ari Weiss

Yvonne Armstrong

Veronica Turner-Biggs

Nadine Williamson

Daiye Williams

Benson Mathew

Shaywaal Amin

1-000-00919: 11608698_6

2026-2029 MEMORANDUM OF AGREEMENT

BY AND BETWEEN

1199SEIU UNITED HEALTHCARE WORKERS EAST

AND

GROUP OF 68

WHEREAS, 1199SEIU United Healthcare Workers East ("1199" or "Union") and the Employer signatories listed on Attachment A ("Employers") to this 2026-29 Memorandum of Agreement ("2026-29 MOA") are parties to Collective Bargaining Agreements effective from July 1, 2007 through September 30, 2011, which were extended by the 2011-12, 2012-13, 2013-14, 2014-16, 2016-17, 2017-18, 2018-21, 2021-24, and 2023-26 Memoranda of Agreement (collectively referred to as the "CBAs"); and

WHEREAS, the parties are desirous of maintaining an amicable collective bargaining relationship and maintaining the Employees' terms and conditions of employment.

NOW, THEREFORE, the parties agree as follows:

1. **Maintenance of current terms**:

   All terms and conditions set forth in the Employers' current CBAs covering 1199-represented Employees including RNs (collectively "Employees"), including all collective bargaining agreements with the Employers exclusively covering RNs, and as incorporated and extended by the terms of the 2021-24 and 2023-26 Memoranda of Agreement, are hereby extended and shall remain in full force and effect except as expressly modified by this 2026-29 MOA.

2. **Duration**: Effective October 1, 2026, the CBAs shall be extended through and including September 30, 2029.

3. **Wages**:

   a. Increase base weekly rates, minimum rates and steps as follows:

      1. October 1, 2026 – 4%
      2. October 1, 2027 – 4%
      3. October 1, 2028 – 4%

   b. Elimination of Probationary Rate: For those Employers whose CBA provides for a probationary rate, such rate shall be eliminated effective July 1, 2027.

4. **Health/Pension/Education/Child Care/Job Security/RN Funds**:

   a. National Benefit Fund:

1. The Employers shall continue to contribute to the National Benefit Fund ("NBF") at the required contribution rates established by the Trustees. Effective as of the following dates the NBF required contribution rate is projected to be as follows:

Effective Date	**Required Contribution Rate**
October 1, 2026	38.91%
October 1, 2027	40.63%
October 1, 2028	42.79%

2. Overtime shall be excluded from gross payroll for the purpose of NBF contributions, for nursing homes through September 30, 2029.

3. The ATI side letter and the funding assumptions and procedures set forth in that letter, as updated to reflect the extension of the CBA through September 30, 2029, shall remain in full force and effect.

b. Pension Fund:

1. The Employers shall continue to contribute to the 1199SEIU Health Care Employees Pension Fund ("PF") at the required contribution rates established by the Trustees. Effective October 1, 2026, the PF required contribution rate is projected to be as follows: 10.75%.

2. Retiree Bonus: Retirees will receive one lump sum bonus, equal to 4% of their annual pension benefit, by December 18, 2026. The cost of the bonus is funded by NBF diversions.

c. Small Funds: The Employers shall continue to contribute to the Training and Upgrading, the Child Care Fund, the Job Security Fund, the RNTJSF and the RNLMI at the current contribution rates.

5. **Protected Status**: Effective January 1, 2027, Employees hired on or before January 1, 2017, shall have protected status.

6. **Delegate Training**: The Parties agree to add one (1) Delegate Training day to the Delegate Training Program for a total of six (6) days during the term of the CBA.

7. **Safety and Health Committees**: The Safety and Health Committee at each Employer shall be convened within 90 days after ratification to discuss the workplace violence prevention programs required under state law to properly address safety and violence prevention issues that put employees, residents and visitors at risk. The Safety and Health Committee at each Employer shall be made up of three (3) representatives of the Union and three (3) representatives of the Employer.

8. **Sick Bank for New Hires**: All incumbent Employees, whose Employer is obligated to pay out Employees for accrued but unused sick leave on an annual basis, shall continue to

receive such annual sick leave payout in accordance with their date of hire. For employees hired after ratification of this 2026-29 MOA at such Employers, there shall be no annual payout of accrued but unused sick time. Instead, Employees shall bank all accrued but unused sick time for use as needed and such sick time shall be paid out upon retirement, at the Employee's then-current rate. There shall be no Funds contributions due on such sick leave payout. Accrued, used, and banked sick time shall be reported on the Employees' pay stubs, if possible, and if not possible, shall be reported to the Union and the Employees on a quarterly basis.

9. **Immigration Issues**:

   a. Immigration Legal Assistance Fund: The Parties agree to participate in the industry-wide jointly administered Immigration Legal Assistance Fund (the "ILA Fund") established by the League and the Union. The purpose of the ILA Fund shall be to provide immigration legal counsel to Employees who have issues concerning their work authorization status or related immigration issues. The ILA Fund shall be funded for the life of the collective bargaining agreement through a diversion of contributions from the NBF surplus on behalf of Non-League participating Employers in the total amount of $600,000. The timing of the diversions shall correspond with the schedule of diversions from the NBF to the ILA Fund established between the Union and the League. The Employer's participation in the ILA Fund shall sunset at the expiration of the CBA, unless extended by the parties, without any further financial or legal obligation to any party, except as the parties may agree.

   b. Side Letter on Immigration and Work Status Issues. See attached side letter.

10. **Artificial Intelligence and the Future of Healthcare Jobs**: See attached side letter.

11. **New York City Protected Time Off Law and New York State Paid Sick Leave Law**: See attached side letter.

12. **Subject to Ratification**: This Agreement is subject to ratification by the Union and its membership, and the respective Employers.

Dated: August 17, 2026

ACCEPTED AND AGREED:

1199SEIU UNITED HEALTHCARE WORKERS EAST

_____

Daine Williams
1199SEIU Executive Vice President

ACCEPTED AND AGREED:

_____

Employer Name

_____

By: _____

Title: _____

Group of 68 2026-2029 MOA
Attachment A

Weiss

Amsterdam Nursing Home Corp
Beach Gardens Rehab and Nursing Center (f/k/a Hendon Gardens)
Beth Abraham Center for Rehabilitation and Nursing
Boro Park Center for Rehabilitation and Nursing
Bronx Gardens Rehabilitation and Nursing Center (f/k/a St. Barnabas)
Brooklyn Gardens Nursing & Rehabilitation Center
Brooklyn-Queens Nursing Home (LPNs)
Brookside Multicare Nursing Center
Buena Vida Rehabilitation and Nursing Center
Bushwick Center for Rehabilitation and Health Care
Garden Care Center
Hamilton Park Nursing and Rehabilitation Center
Haven Manor Health Care Center, LLC
Haym Solomon Home for the Aged
Hempstead Park Nursing Home
Highbridge Woodycrest Center
Holliswood Center for Rehabilitation and Healthcare
Hopkins Center for Rehabilitation and Healthcare
Hudson Pointe at Riverdale Center for Nursing and Rehabilitation
King David Center for Nursing and Rehabilitation
Kings Harbor Multicare Center (LPNs)
Linden Center for Nursing and Rehabilitation (f/k/a Linden Gardens)
Luxor Nursing and Rehabilitation at Sayville (f/k/a Sayville Nursing and Rehabilitation Center)
Martine Center for Rehabilitation and Nursing
Morningside Nursing and Rehabilitation Center
Northern Manor Geriatric Center Inc
Palmer Avenue SNF Operations
Peninsula Nursing and Rehabilitation Center (a/k/a Cardiff Bay Center LLC)
Richmond Center for Rehabilitation and Specialty Healthcare
Ross Center for Nursing and Rehabilitation
Saints Joachim & Anne Nursing and Rehabilitation Center
Schervier Rehabilitation and Nursing Center
Seagate Rehabilitation and Nursing Center
St. Patrick's Home
Sunrise Manor Center for Nursing and Rehabilitation (f/k/a Sunrise)
The Emerald Peek Rehabilitation and Nursing Center
The Grand Rehabilitation & Nursing at Great Neck (f/k/a Grace Plaza)
The Grove at Valhalla Rehabilitation and Nursing Center
The Hamlet Rehabilitation and Healthcare Center at Nesconset
The Plaza Rehab & Nursing Center (f/k/a Jewish Home/The Plaza)
The Riverside

The Willows at Ramapo Rehabilitation and Nursing Center (f/k/a Ramapo Manor)
Triboro Center for Rehabilitation and Nursing (f/k/a Daughters of Jacob)
West Lawrence Care Center, LLC
Yonkers Center for Rehabilitation and Nursing
Yorktown Rehabilitation & Nursing Center (f/k/a Field Home-Holy Comforter)

Balboni/Rosen

Belair Care Center Inc

Shapiro/Valentino

Adira at Riverside Rehabilitation and Nursing
Bay Park Center for Nursing and Rehabilitation, LLC
Brooklyn United Methodist Church Home
Chapin Home for the Aging
Ditmas Park Care Center
Downtown Brooklyn Nursing & Rehabilitation Center
Emerge Nursing and Rehabilitation at Glen Cove
Excel at Woodbury for Rehabilitation and Nursing, LLC
Fishkill Center for Rehabilitation and Nursing
Glen Cove Center for Nursing and Rehabilitation
Hebrew Home for the Aged at Riverdale
Lynbrook Restorative Therapy and Nursing (a/k/a East Rockaway Center LLC)
Margaret Tietz Nursing and Rehabilitation Center
Momentum at South Bay for Rehabilitation and Nursing
Nexdine LLC (at Hebrew Home for the Aged at Riverdale)
Sapphire Nursing and Rehab at Goshen
Sapphire Nursing at Meadow Hill
Sapphire Nursing at Wappingers
The Premier Center for Rehabilitation of Westchester, LLC d/b/a Springvale Nursing and Rehabilitation Center
Swan Lake Nursing & Rehabilitation (f/k/a Suffolk Center)
Villagecare Rehabilitation and Nursing Center

Side Letter on Immigration and Work Status Issues

Whereas: 1199SEIU United Healthcare Workers East ("Union") and _____("Employer," and together with the Union, the "Parties") recognize that Immigration and Work Status Issues (collectively "Immigration Issues") potentially raise significant concerns for bargaining unit members ("Members") and the Employers; and,

Whereas: Immigration Issues arise in an ever-evolving legal landscape that guides and constrains how the Parties may address those issues.

Therefore, the Parties agree as follows:

Within 90 days of ratification, the Quality Care Committee ("QCC") shall meet to discuss Immigration and Work Status Issues. The QCC shall meet no less than quarterly, unless there are significant legal changes regarding immigration or work status that require an additional meeting(s), to analyze, discuss and make recommendations for consideration designed to address labor and employment matters impacting Members resulting from immigration and work status issues.

Subjects to be discussed by the QCC include, the following: Reverification circumstances, procedures and notice; employment status during the reverification process; the use (if any) of unpaid time to obtain, cure or renew work authorization; potential return to work issues arising out of the successful resolution of immigration or work authorization issues; the payment (if any) of accrued but unpaid vacation or personal time in the event immigration or work authorization issues are not successfully resolved; and any other subject relevant to the QCC's mandate that the QCC agrees. The Parties shall request that LMI, TUF, JSF, and RNLMI and RNTJSF, as applicable, provide technical assistance and resources to the QCC for this project.

In addition the Parties agree that:

1. Employees who have work authorization may, while employed, use accrued time off to attend to their work authorization issues in accordance with and subject to the institution's regular time off policies.

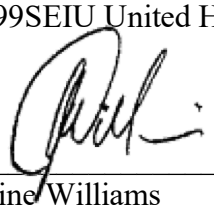
2. Employees who lose work authorization may, upon separation from employment, receive their accrued balances, if any, in accordance with and subject to the Employer's regular separation practices.

This side letter shall permit local labor management discussions to address immigration related issues at each institution. Any such agreements regarding such issues will be reduced to writing and shared with the QCC to assist with their work.

Dated: August 17, 2026

Accepted and Agreed to by:

1199SEIU United Healthcare Workers East



_____

Daine Williams

1199SEIU Executive Vice President

Accepted and Agreed to by:

_____

Employer Name

_____

By: _____

Title:_____

Side Letter on Technology, Artificial Intelligence and the Future of Healthcare Jobs

Whereas: Employers have the right to implement Technology including AI and other types of Technology and the Union has the duty to protect bargaining unit members ("Members") and bargaining unit jobs ("Jobs") and,

Whereas: Technology including Artificial Intelligence ("AI"), Automation, Computer software, Robotics, and other types of technology (all of which are hereinafter referred to as "Technology") has the potential to impact Members and Jobs, including by eliminating roles entirely.

Now, Therefore: the Parties agree as follows:

Within 90 days of ratification, the QCC shall meet to discuss Artificial Intelligence and the Future of Healthcare Jobs. The Committee shall meet no less than quarterly to analyze, discuss and make recommendations for consideration designed to ensure that Member displacement resulting from Technology is addressed through collaboration and retraining. The Parties shall request that LMI, TUF and JSF provide technical assistance and resources to the QCC for this project.

Subjects to be discussed by the QCC include the following:

- Human in the loop and human override protocols concerning Jobs, where appropriate;
- Type of Technology likely to have an impact on Members and Jobs;
- Jobs that are most vulnerable to impact by Technology;
- Information necessary for the QCC to perform its analysis;
- Services that can help address Member displacement;
- Policies best suited to address Member displacement;
- Member input necessary and appropriate for the QCC to perform its responsibilities, and the best way to secure that input;
- Best manner to coordinate with LMI, TUF and JSF resources to assist in upskilling and, where appropriate, placing Members impacted by displacement;
- Impact of AI on those Employees who exercise clinical judgment, if any;
- Any other subject relevant to the QCC's mandate that the QCC agrees.

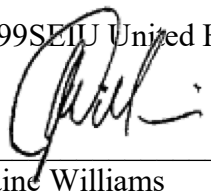
It is further agreed that:

- To the extent possible, the QCC shall direct the TUF, JSF and the LMI to create programming aimed at upskilling Members in Jobs that are most vulnerable to impact by Technology.
- The QCC in coordination with the NDIC and the League shall commission an expert report, paid for by the LMI, on best practices regarding the integration of AI into healthcare.
-Employees authorized to perform clinical services with a reasonable belief that a machine generated clinical course of action is inconsistent with the standard of care, shall follow, and shall not be retaliated against for following, the Employer's policies and procedures for escalating clinical concerns.

Dated: August 17, 2026

Accepted and Agreed to by:

1199SEIU United Healthcare Workers East



_____
Daine Williams
1199SEIU Executive Vice President

Accepted and Agreed to by:

_____
(Employer Name)

_____
By: _____
Title:_____

SIDE LETTER RE: NEW YORK CITY PROTECTED TIME OFF LAW AND NEW YORK STATE PAID SICK LEAVE LAW

August 17, 2026

Daine Williams, Executive Vice President
1199SEIU United Healthcare Workers East
498 Seventh Avenue
New York, NY 10018

Dear Mr. Williams:

This letter sets forth our updated agreement regarding the New York City Protected Time Off Law (formerly known as the NYC Earned Safe and Sick Time Act) and our agreement regarding the New York State Paid Sick Leave Law. Our agreement is as follows:

> The Union accepts all comparable benefits (including, but not limited to, vacation time, sick time, and holiday time at premium rates) under the Collective Bargaining Agreement in lieu of any other benefits that may be available under the New York City Protected Time Off Law, (formerly known as the NYC Earned Safe and Sick Time Law) and the New York State Paid Sick Leave Law ("NYSPSLL," Labor Law 196-b) (together, the "Acts") and expressly waives the provisions of the Acts, except that this waiver does not apply to: (1) the Acts' prohibitions on Employer retaliation against Employees for use of sick leave, including discipline under a point or occurrence system, but not including discipline for fraud, misuse or abuse of sick leave, or use of sick leave for purposes other than those described in the Acts; (2) the Acts' provisions for use of sick leave for all purposes under the Acts, which shall, to the extent permitted by law, run concurrently with sick leave provided under Article XVII of the Collective Bargaining Agreement; (3) the NYC Protected Time Off Law's requirement that all Employees working in NYC are entitled to at least thirty-two (32) hours of protected time off in accordance with the law at the time of hire and at the start of each sick leave year; (4) the Acts' requirement that Employees receive twenty (20) hours of paid prenatal leave, in addition to other paid time off and (5) the Acts' requirements to provide employees with information including NYC Protected Time Off Law's requirement in each pay period to state how much protected Safe and Sick Time Employees have used and how much they have left.

As of the date of this side letter, the Acts provide for the use of paid sick time for the following purposes:

(a) To care for a family member as defined by the Acts; or
(b) For safe time for the reasons set forth in the Acts when an Employee or a family member has been the victim of a domestic violence, a family offense matter, sexual offense, stalking, or human trafficking.

Additionally, as of the date of this side letter, the NYC Protected Time Off Law provides for the use of sick leave by Employees working in NYC for the following purposes:

(a) For safe time for the reasons set forth in the Act when an Employee or a family member has been the victim of workplace violence;
(b) The closure of the Employer or the closure (or restricted in-person operations) of Employee's child's school due to public health emergency or public disaster;
(c) When an Employee is prevented from reporting to their work location due to a directive by a public official to remain indoors or avoid travel during a public disaster;
(d) To care for a family or household member with a disability or a minor child; or
(e) For certain purposes relating to attending housing and public benefits hearings and appointments.

If you are in agreement with these modifications, please sign below and return an executed copy for our files.

Very truly yours,

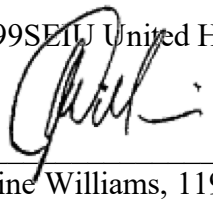
_____
(Employer Name)

_____
(Signature)

_____
(Name, Title)

Accepted and Agreed to by:

1199SEIU United Healthcare Workers East



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Daine Williams, 1199SEIU Executive Vice President

SIDE LETTER RE: EMPLOYERS WITH LONGEVITY LANGUAGE FROM LEAGUE CONTRACT

August 17, 2026

Daine Williams, Executive Vice President
1199SEIU United Healthcare Workers East
498 Seventh Avenue
New York, NY 10018

Dear Mr. Williams:

This side letter is delivered simultaneously with execution of the 2026-29 Memorandum of Agreement between 1199SEIU United Healthcare Workers East and _____ _____ ("Employer").

Each Employer whose CBA provides for longevity for Employees in comparable titles to those set forth in the CBA's longevity provision, agrees to meet, upon request by the Union, to discuss whether Employees in job titles not currently receiving longevity pay at the Employer have comparable job titles to any title entitled to receive such pay.

Very truly yours,

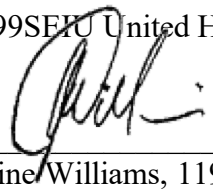
_____
(Employer Name)

_____
(Signature)

_____
(Name, Title)

Accepted and Agreed to by:

1199SEIU United Healthcare Workers East



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Daine Williams, 1199SEIU Executive Vice President

SIDE LETTER RE: NBF CONTRIBUTION CREDIT

August 17, 2026

Daine Williams, Executive Vice President
1199SEIU United Healthcare Workers East
498 Seventh Avenue
New York, NY 10018

Dear Mr. Williams:

This side letter is delivered simultaneously with the execution of the 2026-29 Memorandum of Agreement between 1199SEIU United Healthcare Workers East and _____ _____ ("Employer").

The parties confirm their agreement that the Employer will be entitled to a $1000 contribution credit for each eligible full-time Employee (pro-rated for part-time Employees) for whom the Employer makes contributions to the NBF. The credit shall be applied to the NBF contributions due on November 30, 2026, on the same terms as the credit for League Employers except that the Employer will pay the third year 4% wage increase effective October 1, 2028, rather than splitting it into two 2% increases and paying a $1000 bonus to Employees.

Very truly yours,

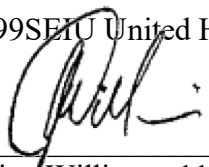
_____
(Employer Name)

_____
(Signature)

_____
(Name, Title)

Accepted and Agreed to by:

1199SEIU United Healthcare Workers East



_____
Daine Williams, 1199SEIU Executive Vice President