

Memorandum of Understanding

By and Between

**American Behavioral Health Systems (ABHS) And
The Washington Federation of State Employees (WFSE)**

Following negotiations over health benefits for the 2025-2026 plan year, WFSE/AFSCME Council 28, hereinafter referred to as the "Union," and ABHS, hereinafter referred to as the "Employer," jointly referred to as "the Parties," reached the following agreements.

1. The Employer will contribute the following dollar amounts toward medical premiums per month for each employee who is enrolled beginning July 1, 2025, through June 30, 2026:

Kaiser HMO

Employee Only: \$493.00

All Other Tiers: \$650.00

Kaiser PPO

Employee Only: \$617.00

All other Tiers: \$750.00

Kaiser Medical Buy-Up

Employee Only: \$664.00

All other Tiers: \$750.00

2. The Employer will continue to offer Delta and Willamette dental benefit options and VSP vision benefits to all eligible employees at the 2025-2026 plan year rates.

3. The Employer will continue to offer the First Choice Employee Assistance Program for the 2025-2026 plan year.
4. The Employer will make available to all employees flexible spending account options as follows:

Account Limits

Healthcare Account: \$3,300

Dependent Care Account: \$5,000

5. The Employer will ensure, during open-enrollment and as needed, that all employees have access to representatives of the Employer’s benefits broker for the purposes of learning about all available benefit plans. This may be supplemented with written materials as appropriate.

This MOU is effective upon the date of signature of the parties and expires June 30, 2026.

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| Dated: 04/23/2025 | Dated: 04/23/2025 |
| <i>Tony Prentice</i> | <i>Amy M. Spiegel</i> |
| Tony Prentice | Amy M. Spiegel |
| Chief Operating Officer | Director of Negotiations |
| American Behavioral Health Systems | Washington Federation of State Employees |