

MEMORANDUM OF UNDERSTANDING (MOU)

By and Between

AMERICAN BEHAVIORAL HEALTH SYSTEMS (ABHS)

And

THE WASHINGTON FEDERATION OF STATE EMPLOYEES (WFSE)

Amending the 2016-2018 Collective Bargaining Agreement (CBA)

In accordance with Article 28.1 of the parties' 2016-2018 CBA the parties met and discussed anticipated medical premiums costs on February 13, 2018. The purpose of this MOU is to outline the terms under which the parties have agreed to modify Article 28 of the 2016-2018 CBA pending the conclusion of negotiation of the parties' 2018-2020 CBA.

Article 28 is modified as follows:

**28.1 Medical**

Employees will be eligible for medical benefits on the first of the month following sixty (60) days of employment. Once eligible, an employee will remain eligible for the duration of their employment. The Employer will contribute four-hundred and fifty-one dollars and fifty-six cents (\$451.56) per month toward medical premiums for each employee who is or becomes enrolled in the employer offered medical plans 5000 Core Plan and Access Plan \$500.00 through February 28, 2019. The Employer will contribute five hundred and thirty-one dollars and forty-six cents (\$531.46) per month toward medical premiums for each employee who is required to enroll in the Access PPO 5000 plan through February 28, 2019.

The parties will meet in February of 2019, or sooner if the plan information becomes available, to negotiate future medical benefits to be implemented effective March 1, 2019.

The parties understand that, upon conclusion of negotiations, the medical premiums implemented on March 1, 2019 are appropriate for deduction from the March, 10, 2019 paycheck.

In the event that the Union creates a healthcare fund or trust prior to March 1, 2019, the parties agree to meet and discuss the possibility of converting all healthcare coverage over to the fund or trust.

**28.2 Dental**

Employees will be eligible for dental benefits on the first of the month following sixty (60) days of employment.

**28.3 Vision (VSP)**


Employees will be eligible for vision benefits on the first of the month following sixty (60) days of employment.

**28.4 401K**

The Employer will maintain existing 401K benefit levels for the life of this Agreement.

The parties recognize that this MOU is intended to cover the period of time between March 1, 2018 and the date of implementation of the parties' 2018-2020 CBA and will be modified through that negotiation process.

  
Tiffany Stetch  
American Behavioral Health Systems  
Date 2/22/2018

  
Amy Spiegel  
Washington Federation of State Employees  
Date 2/22/18