

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE STATE OF WASHINGTON**

**DEPARTMENT OF CHILDREN, YOUTH AND FAMILIES
AND
WASHINGTON FEDERATION OF STATE EMPLOYEES**

Voluntary Employee Beneficiary Association Vote

The parties agree that employees within DCYF have had the opportunity to decide whether to participate in a VEBA and have elected to do so, for the period of July 1, 2018 through December 31, 2019.

As described by Article 12.8 Sick Leave Separation Cash Out and Article 13 Voluntary Employees' Beneficiary Association, employees in the Washington Federation of State Employees bargaining unit may form a Voluntary Employees' Beneficiary Association. This agreement is for the period January 1, 2020 through December 31, 2021. Voting members must be eligible to retire between January 1, 2020 through December 31, 2021, the issue will be decided by the cumulative total of yes and no votes. A simple majority of yes or no votes will determine if eligible members participate or opt of VEBA for the designated period. Notification of the upcoming vote will be distributed in October 2019. Voting will be conducted in the November 2019 timeframe. The result of the vote will be released no later than December 22, 2019.

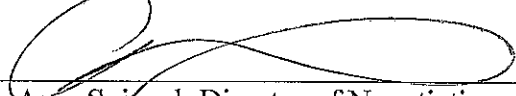
Dated April 23rd, 2018

For the Employer,



Robin Vazquez, Labor Negotiator,
OFM

For the Union



Amy Spiegel, Director of Negotiations,
WFSE