

Memorandum of Understanding  
By and Between  
American Behavioral Health Systems (ABHS)  
And  
The Washington Federation of State Employees (WFSE)  
Amending the 2018-2020 Collective Bargaining Agreement

In accordance with Article 28.1 of the parties' 2018-2020 CBA the parties met and discussed anticipated medical premium costs on May 27, 2020. The purpose of this MOU is to outline the terms under which the parties have agreed to modify Article 28.

Article 28

Benefits

**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 three hundred ninety-seven dollars and thirty-one cents (\$397.31) per month toward medical premiums for each employee who is or becomes enrolled in the employer offered medical plans Core HMO 2000 Plan, Access PPO 2000, and Access PPO 500 Plan through June 30, 2021. The Employer will contribute four hundred forty-two dollars and seventy-one cents (\$442.71) per month toward medical premiums for each employee who is required to enroll in the Access PPO 2000 plan due to working at a location outside the Core HMO network area through June 30, 2021. The worksite locations and network availability are subject to the health plan. The parties will meet in May of 2021, or sooner if the plan information becomes available, to negotiate future medical benefits to be implemented effective July 1, 2021.

The parties understand that, upon conclusion of negotiations, the medical premiums implemented on July 1, 2020 are appropriate for deduction from the July 10, 2020 paycheck.

In the event that the Union creates a healthcare fund or trust prior to July 1, 2021, 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)**

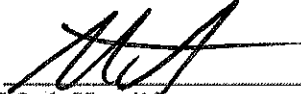
Employees will be eligible for vision benefits on the first of the month following sixty (60) days of employment.

**28.4 401K**

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

Executed on this day May 27, 2020

  
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Tony Prentice  
American Behavioral Health Systems

  
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Mark Hamilton  
Washington Federation of State Employees