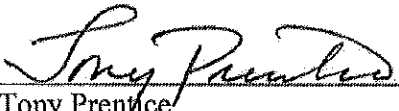


**Memorandum of Understanding
By and Between
American Behavioral Health Systems (ABHS)
And
The Washington Federation of State Employees (WFSE)**

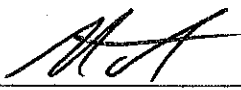
This Agreement is made by and between the Washington Federation of State Employees AFSCME Council 28 (hereinafter referred to as the "Union") and American Behavioral Health Systems (hereinafter referred to as "ABHS" or "Employer").

1. The parties agree that the collective bargaining agreement and the attachments thereto between the Employer and the Union effective April 1, 2018 through June 30, 2020, shall remain in full force and effect through December 31, 2020.
2. The parties agree to meet and begin negotiation of the successor agreement no later than November 1, 2020.
3. This MOU is effective upon the date of signature of the parties.

Dated: May 27, 2020



Tony Prenice
American Behavioral Health Systems



Mark Hamilton
Washington Federation of State Employees