


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

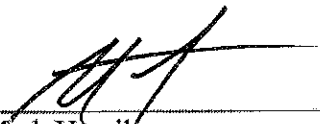
This Agreement is made by and between the Washington Federation of State Employees AFSCME Council 28 (hereinafter referred to as the "Union") and American Behavioral Health Systems (hereinafter referred to as "ABHS" or "Employer").

1. The Crisis Stabilization Unit at ABHS-Parkside will create a voluntary schedule of Holiday and weekend standby coverage among Mental Health Professionals (MHP). The volunteer standby coverage will be set and posted by Monday each week for the week beginning on the following Monday.
2. Opportunities for standby status will be offered on a rotational basis in order of seniority.
3. An employee is on standby status when the employee volunteered to be available to be contacted for work by phone during their normally scheduled off time. Employees will receive ten percent (10%) of their normal rate of pay for each hour scheduled and spent in standby status.

Executed on this day June 9, 2020



Tony Prentice
American Behavioral Health Systems



Mark Hamilton
Washington Federation of State Employees