

## MEMORANDUM OF UNDERSTANDING (MOU)

By and between the AFSCME Council 75 and Washington County

This memorandum of agreement is between the Washington County (County) and AFSCME Council 75 (Union) (collectively the "Parties") regarding Impact Bargaining of Benefit Plan Design Changes for Calendar Year 2024 and a one-time savings share of eighty-five dollars (\$85);

WHEREAS the County, and Union are parties to a collective bargaining agreement currently in effect through June 30th, 2024; and

WHEREAS on July 31, 2023, the County notified the Union via writing that it was proposing changes to the Kaiser and Providence health insurance benefits plans and introducing two High Deductible Health Plans with HRA/VEBA ("HDHP VEBA"), one with Kaiser and one with Providence;

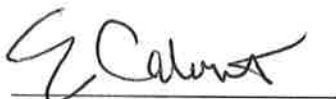
WHEREAS on August 14, 2023, the Union sent the County a demand to bargain the changes, in writing;

WHEREAS the Parties met to discuss the proposed plan changes the changes on August 24, 2023, September 1, 2023, and September 12, 2023;


NOW THEREFORE the parties agree as follows:

1. The Union agrees to the County's proposed changes for the Kaiser and Providence health insurance benefit plans and the introduction of the HDHP VEBA;
2. As a way to share cost-savings that the County will realize due to introduction of the HDHP VEBA, if, as of January 1, 2024, at least 20% of the AFSCME unit members elect the HDHP VEBA plan, then the County will provide a one-time savings share payment of eighty-five dollars and zero cents (\$85.00) to all AFSCME members on the first payroll period in February, 2024.

IT IS AGREED this 15<sup>th</sup> day of September 2023



For the County



For the Union