

MEMORANDUM OF AGREEMENT

City of Sedro-Woolley and AFSCME Local 176-SW
September 24, 2010


RE: Wellness Program

The City of Sedro-Woolley and the Washington State Council of County and City Employees, American Federation of State, County and Municipal Employees, AFL-CIO, are party to a collective bargaining agreement (CBA) effective from January 1, 2009 through December 31, 2013.

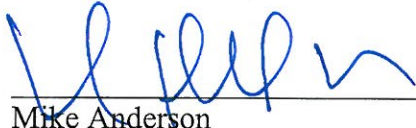
The City Council has established a City wellness program intended to encourage and support employees to adopt behaviors that improve their personal wellness and general health. The current CBA includes a provision that allows for gym reimbursements of up to \$15.00 per month. The City Council has approved a city-wide policy that increases that amount to \$30.00 per month but requires actual use a minimum of eight times per month. The City and AFSCME both desire to extend this policy to AFSCME covered employees.

Effective October 1, 2010, paragraph 9.2 of the CBA is revised as follows:

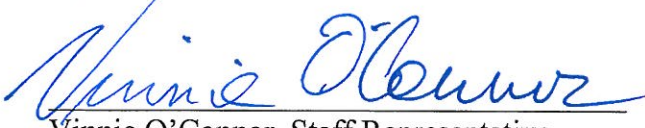
The City will reimburse up to \$30.00 per month per participating employee toward the cost of fees for the use of a health club or for participation in physical fitness/exercise classes, *provided*, that to be eligible for this reimbursement, the employee must provide documentation of actual participation at least eight (8) times per month. The balance of the program cost will be paid by the employee who voluntarily participates in the program.




Rob Macready, President
AFSCME Local 176-SW



Mike Anderson
Mayor



Vinnie O'Connor, Staff Representative
AFSCME



Eron Berg
City Supervisor/City Attorney