

ORIGINAL

MEMORANDUM OF UNDERSTANDING

City of Sedro-Woolley and AFSCME Local 176-SW  
November 26, 2014


RE: Dual Insurance

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, 2015 through December 31, 2018.

The parties entered into an MOU on November 23, 2011 that extended the City's dual insurance incentive to AFSCME bargaining unit employees.

This agreement is intended to supplement the CBA as follows:

1. Effective January 1, 2015, the dual insurance incentive payments are changed as follows: For an eligible employee who opts out, \$275.00 per month, for an eligible spouse who opts out, \$200.00 per month, for an eligible child who opts out, \$125.00 per month with a maximum of two children.
2. All other elements of the dual insurance program remain unchanged.
3. This agreement shall not establish a precedent for purposes of collective bargaining.



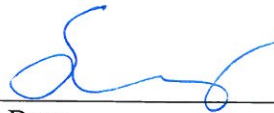
Brent Frisbee, President  
AFSCME Local 176-SW



Mike Anderson  
Mayor



Winnie O'Connor, Staff Representative  
AFSCME



Eron Berg  
City Supervisor/City Attorney