

MEMORANDUM OF UNDERSTANDING
BETWEEN
WHITMAN COUNTY AND TEAMSTERS UNION LOCAL 690
COURTHOUSE BARGAINING UNIT

Whereas, Whitman County and Teamsters Union Local 690 are parties to a collective bargaining agreement. The parties seek to change insurance carriers and revise Article 16 of the collective bargaining agreement (CBA).

Therefore, the parties agree as follows:

- 1) Effective January 1, 2024 and for the duration of the CBA, the parties agree to change insurance carriers to Inland Empire Teamster's Composite Medical Plan.
- 2) Article 16 will be revised as follows:

16.1 The Employer agrees to make available to all full and part-time employees' group health and welfare plans, including life insurance, from which the employees shall have the right to cover themselves and/or their dependents.

Effective January 1, 2024 and for the duration of the CBA, the parties agree to change insurance carriers and start to use the Inland Empire Teamster's Composite Medical Plan, including coverage for Willamette and IETT Dental, Dental coverage for maximum annual benefit of \$2000, Vision, standard Time Loss (Short Term Disability), Accidental Death and Dismemberment, Life Insurance, Teladoc or equivalent, Prescription coverage, for full time and part time employees for employees working more than eight (80) hours per month. Use of accrued paid leaves count as hours worked for the purposes of this section.

As agreed by MOU in October 2022, effective January 1, 2023 the Employer's maximum combined medical, dental, vision and life insurance premium contribution for full and existing part-time employees shall be \$1,270.00 per month, except as set forth elsewhere in this Agreement. This provision expires December 31, 2023.

Effective January 1, 2024 and on the Inland Empire Plan, the employer will pay 100% of the required plan premium contribution for full time and part time employees (.5 FTE or greater). The premium is for the composite rate plan listed above.

~~Full time and existing part-time employees who elect coverage under one of the available plans shall be eligible for an Employer contribution to an individual medical savings account in an amount equal to 100% of the difference between the combined costs(s) of the health and welfare coverage selected, and the Employer's maximum contribution. Existing part-time employees shall be defined as those part-time employees hired prior to January 1, 2007. Part-time employees, i.e. those part-time employees hired after January 1, 2007, shall receive a pro-rated Employer health and welfare premium contribution based on their normally scheduled and reduced hours of work.~~

~~Additionally, employees will be provided the option, at their own expense, to buy additional insurance protection under the existing Long Term Disability (LTD) benefit plan.~~

In the event a composite rate is no longer offered, and a tiered rate is offered, Article 16 will be reopened for bargaining. Bargaining will initiate within 60 days of notice from the carrier.

16.2 Employees who are members of this bargaining unit and who have a spouse or domestic partner who is also an employee of Whitman County and a member of the Solid Waste or Roads bargaining unit, or is a non-represented employee, will be allowed to pool their Employer provided health and welfare insurance contributions, provided that one of the otherwise eligible employees elects to cover their spouse or domestic partner as a dependent on their medical insurance. However, each spouse or domestic partner must maintain separate dental, vision and life insurance coverages.

If an employee and their spouse or domestic partner elect the medical insurance coverage option set forth above they will both receive the full value of their combined contractual or allowed Employer contribution, less the dollar amount required to provide the spouse or domestic partner electing to be covered as a dependent with dental, vision and life insurance. The resulting dollar value may then be pooled to cover the couple's required medical insurance premium. Those Employer contributions, if any, not needed to cover the elected and mandatory health and welfare coverages, may be used to offset the cost of other dependent coverage(s) or placed in a designated health savings account.

It is understood and agreed by the parties, that spouses or domestic partners covered as dependents may be ineligible for Long Term Disability (LTD) coverage, Short Term Disability(STD) and/or health insurance coverage at retirement.

Section 16.2 expires on December 31, 2023.

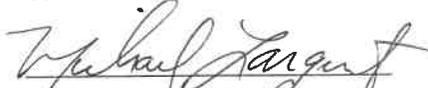
16.3 In the event the Employer elects to change its insurance carrier(s), the Employer will use its best efforts to secure another carrier to provide the same or as similar as possible level of benefits to the employees.

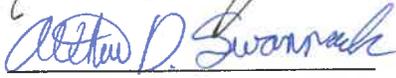
16.4 During the Employer's review of its current health and welfare providers and/or decision to change its health and welfare provider(s), the Union will be given a limited opportunity to comment on the proposed change(s). It is agreed that the Employer's decision shall be final and binding.

16.5. The County will provide an EAP (Employee Assistance Program), inclusive of life insurance (\$24,000), as provided by WCIF. Employees may voluntarily contribute to a Flex Spending Account, voluntary AD&D, voluntary life, Long Term Care as offered by WCIF.

3. Disputes under this agreement defer to the collective bargaining agreement and grievance process. This agreement follows the term of agreement of the existing CBA.
4. This agreement requires ratification by the parties.

Whitman County Board of County Commissioners


Michael Largent, Chair


Arthur Swannack, Commissioner


Tom Handy, Commissioner

10-30-2023
Date

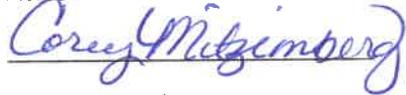
Teamsters, Local 690


Larry Kroetch, Secretary-Treasurer


Taj Wilkerson, Representative

10/20/23
Date

Attest:



Corey Mitzimberg
Clerk of the Board

Date: