

MEMORANDUM OF UNDERSTANDING
between the
EDMONDS SCHOOL DISTRICT
and
SERVICE EMPLOYEES' INTERNATIONAL UNION, LOCAL 925
MAINTENANCE TRADES EMPLOYEES

This MEMORANDUM OF UNDERSTANDING is supplemental to the September 1, 2017 – August 31, 2019 COLLECTIVE BARGAINING AGREEMENT by and between EDMONDS SCHOOL DISTRICT hereinafter referred to as the District, and SERVICE EMPLOYEES' INTERNATIONAL UNION, LOCAL 925, MAINTENANCE TRADES EMPLOYEES hereinafter referred to as the Union.

The District and Association agree to the following provisions in order to make a good faith effort to comply with 2012 Washington Laws Ch. 3 (ESSB 5940):

1. The provisions of this Memorandum of Agreement (MOU) shall supplement the provisions of the current collective bargaining agreement (CBA), all of which shall remain in full force and effect. If any provision of this MOU conflicts with the current CBA, the provisions of this MOU shall prevail. Any dispute regarding the interpretation or proper implementation of this Memorandum shall be subject to the grievance procedures of the current CBA.
2. The District shall ask an insurance broker to procure premium quotes for health benefit plans that meet the responsible contracting standards of ESSB 5940 and to document the approach for procuring such quotes. The quotes to be procured and plans offered shall include:
 - (a) at least one qualified high-deductible health plan (HDHP) and health savings account (HSA);
 - (b) at least one health benefit plan in which the employee share of the premium cost of a full-time employee, regardless of whether the employee chooses employee-only coverage or coverage that includes dependents, does not exceed the premium cost paid by state employees during the 2018 state employee benefits year; and
 - (c) health plans that promote health care innovations and cost savings, and significantly reduce administrative costs.The quotes procured by the broker shall be reviewed and the choice of plans offered shall be made using the same procedure for selecting health plans as was used in the 2017-18 school year.
3. To ensure employees selecting richer benefit plans pay the higher premium, and make progress toward the 3:1 ratio goal of full-family to employee-only coverage premiums in ESSB 5940, each employee included in the CBA who elects medical benefit coverage shall pay a minimum out-of-pocket charge by monthly payroll deduction. The minimum monthly charge shall be 1% of the employee-only coverage premium for the plan chosen by the employee. Such minimum monthly charge shall not be avoided for anyone electing medical benefit coverage.
4. The parties shall abide by state laws relating to school district employee benefits, and this MOU shall be construed consistent with such laws.
5. This MOU shall be effective for the 2018-19 school year. The parties shall meet prior to May 1, 2019, to discuss whether to renew or amend this MOU for another year.

EDMONDS SCHOOL DISTRICT

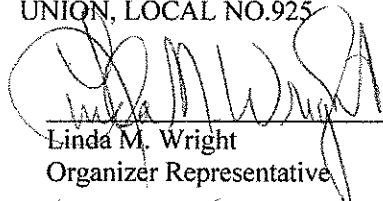


Mark Roschy
Human Resources Director

6/13/18

Date

SERVICE EMPLOYEES INTERNATIONAL
UNION, LOCAL NO. 925



Linda M. Wright
Organizer Representative

6-12-18

Date