

## Memorandum of Understanding

The AFSCME (American Federation of State, County and Municipal Employees) ("Union") representing the Community Development and Public Works employees and Lewis County ("County") (collectively the "Parties") negotiated in good faith a Collective Bargaining Agreement covering the period between January 1, 2020, to December 31, 2022 (the "CBA").

The terms of the agreement allowed for a health and welfare opener for contract years 2021 and 2022 as per Section 11.2 of the CBA.

The Parties wish to amend the contribution amount reflected in the CBA to reflect and incorporate the additional increase of the County's portion of premium contribution by up to an additional \$50.00 per plan per month relative to the 2021 employer contribution.

Further, the additional employer contributions for 2022 payroll shall be included on any December 2021 payroll that includes the new 2022 insurance premiums.

Only the terms of Section 11.2 are hereby amended to the increase in premium contribution from the County.

This Memorandum shall be effective January 1, 2022.

Dated this 14<sup>th</sup> day of December, 2021.

AFSCME



By: Larry Clark, Representative



By: Shane Hulstein, President

LEWIS COUNTY



By: Chris Panush

Title Human Resources Director

on behalf of the BOCC