

MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
SKAGIT COUNTY (COUNTY) AND IFPTE LOCAL #17 (UNION)

- Whereas The Union is the recognized representative of a unit of employees in the County Health Department, and;
- Whereas The Union has alleged and charged the County made a unilateral change by prorating medical costs for employees working 35 hours in a workweek in violation of employee collective bargaining rights, and;
- Whereas The County denies all charges, and;
- Whereas Prior to a hearing on the merits of the charge the parties in Mediation wish to resolve the matter without further litigation.


Now, therefore:

1. Ms. Debora Chevarria who is currently working 35 hours per week, AS OF August 1, 2010, shall no longer pay a prorated share of her medical benefits.
2. It remains in the discretion of the County to grant a 35 hour workweek.
3. The County agrees for the duration of the current Collective Bargaining Agreement to apply the Union's interpretation of the CBA that there can be no prorating of medical costs in the event the County agrees to a 35 hour workweek.
4. The County agrees for the duration of the current Collective Bargaining Agreement to apply the Union's interpretation of the CBA such that there can be no prorating of medical costs in the event the County agrees to any workweek consisting of hours between 35 hours per week and 40 hours per week.
5. This settlement does not constitute any admission by either the County or Union with respect to any claim or defense to a claim by either of them. All parties reserving all rights regarding this or other issues that may arise between them.
6. The Union agrees to withdraw, with prejudice, the pending ULP charge 23248-U-10-5927.

Agreed this 27<sup>th</sup> day of July 2010

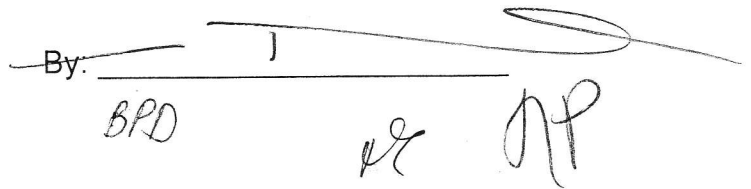
For Skagit County

By: \_\_\_\_\_



For IFPTE Local No. 17

By: \_\_\_\_\_



**ORIGINAL**