Memorandum of Understanding

By and Between

American Behavioral Health Systems (ABHS)

And

The Washington Federation of State Employees (WFSE)

This Agreement is made by and between the Washington Federation of State Employees AFSCME Council 28 (hereinafter referred to as the “Union”) and American Behavioral Health Systems (hereinafter referred to as “ABHS” or “Employer”).

1. The parties agree that effective July 1, 2022, all employees paid as “salaried” union members will be moved to hourly pay, equal to their salary on July 1, 2022, and will continue to be entitled to all negotiated wage increases.

2. The parties agree that the “longevity” increases will now be awarded on the first day of the pay period in which the employees anniversary date falls, effective July 1, 2022.

3. The parties agree to define each shift with the following hours of operation, effective July 1, 2022:

   a. Day Shift - 8:30 am to 3:59 pm

   b. Evening Shift - 4:00 pm to 11:59 pm

   c. Night Shift - 12:00 am to 8:29 am

4. The parties agree that effective July 1, 2022, all “salaried” union members that are moved to hourly pay, shall immediately become eligible for the ABHS “Perfect Attendance Reward” (PAR) benefit.

5. This MOU is effective upon the date of signature of the parties.

Dated: April 19, 2022

Tony Prentice
Chief Operating Officer
American Behavioral Health Systems

Thomas Wray
Labor Advocate
Washington Federation of State Employees