1		MEMORANDUM OF UNDERSTANDING
2		BETWEEN
3		AMERICAN BEHAVIORAL HEALTH SYSTEMS
4		AND
5		WASHINGTON FEDERATION OF STATE EMPLOYEES
6		Hiring Bonuses
7		
8	1.	The Employer may offer a hiring bonus when recruiting for job classes which are
9		experiencing recruitment and retention problems. The offer will be made clear in the
10		job posting along with the required commitment period outlined in section 2 below.
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12	2.	If a hiring bonus is offered during recruitment, the entire bonus will be payable in three
13		(3) equal payments and on the following schedule:
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15		a. One-third $(1/3)$ of the hiring bonus upon the employees six (6) months of
16		employment,
17		b. One-third $(1/3)$ of the hiring bonus upon the employees one $(1)$ year
18		anniversary, and
19		c. The remaining balance of the hiring bonus, equal to one-third $(1/3)$ of the
20		hiring bonus upon the employees second (2nd) year anniversary.
21		
22	3.	If the employee separates employment within three (3) years of the payment of the
23		hiring bonus, the employee will be responsible to repay the hiring bonus in an amount
24		proportionate to the number of months remaining in their three-year commitment
25		period. An employee who separates before completing the commitment period due to
26		death, disability or emergency reasons outside of their control will not be responsible
27		for any repayment.
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29	4.	If the Employee is terminated for cause, then the hiring bonus will be reimbursed to the
30		Employer, proportionate to the number of months remaining in their three-year
31		commitment period. If Employee files a successful grievance concerning the

32		termination, Employer shall reimburse Employee any repaid amount.
33		
34	5.	If the hiring bonus is to be repaid, the Employer may deduct the amount due from the
35		Employee's final paycheck and any remaining balance owed thereafter will be treated
36		as an obligation to the Employer.
37 38	6.	Nothing in this Memorandum of Understanding (MOU) obligates either party to accept
39		the other party's proposal during the negotiation of any future contract language related
40		to hiring bonuses nor can the entry of this MOU be used in future bargaining on the
41		issue.
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44	This MC	DU takes effect upon the date of signature of the parties.
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47	7. U	ray July 1, 2024 Tony Prentice 07/01/24
48	For WFS	SE Date For ABHS Date
49	Thomas	Wray, Labor Advocate Tony Prentice, Chief Operating Officer