

**MEMORANDUM OF AGREEMENT
BETWEEN
THE CITY OF VANCOUVER
AND THE
OFFICE & PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, LOCAL 11**

This Memorandum of Agreement is entered into and between The City of Vancouver and the Office & Professional Employees International Union, Local 11 with the intent to allow proper communication between the parties listed above and in accordance with Article 15. Employee Insurance within the Collective Bargaining Agreement.


It is mutually agreed by all parties that the resolution to the Class Action grievance filed by the Union is that moving forward the intent of the language within Article 15.4.2.2 to the Agreement is that no later than November 1 of each year the Employer will calculate a composite rate using only the medical census data from bargaining unit employees that are receiving health care coverage through the Western States Health and Welfare Trust Fund of OPEIU excluding those from the composite rate calculation all employees who voluntarily opt out of receiving health care coverage.

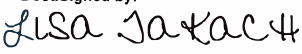
It is further agreed that the Employer will recalculate the composite rate using only bargaining unit employee who are receiving health care coverage through the Western States Health and Welfare Trust Fund of OPEIU. The City of Vancouver will make an adjustment to its contribution to the Trust equal to the City's calculated composite rate. not to exceed an annual increase of no more than five (5%) percent. Based on the recalculated composite rate for the 2023 policy year the City's monthly contribution per employee effective January 1, 2023 will increase from one thousand three hundred and twenty-five dollars (\$1325) to one thousand three hundred ninety-one dollars and twenty-five cents (\$1391.25).

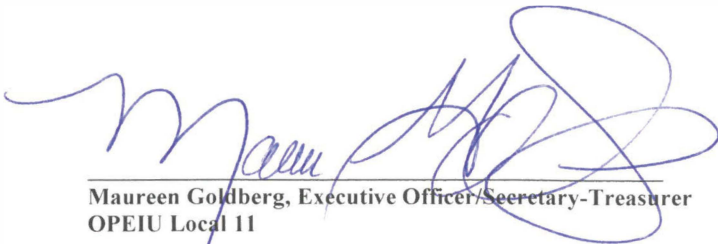
Be it further agreed that this Memorandum of Agreement shall be pursuant to the terms of Article 22 Grievance Procedure should there be any dispute regarding the interpretation and/or application of this memorandum.

Agreed on this 8 day of March 2023

signing in
lieu of

DocuSigned by:

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Lisa Brandi, Deputy City Manager
City of Vancouver

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Lisa Takach, Human Resources Director
City of Vancouver


Maureen Goldberg, Executive Officer/Secretary-Treasurer
OPEIU Local 11


Cheyenne Russell, Union Representative
OPEIU Local 11