

MEMORANDUM OF AGREEMENT
Regarding
Health Benefits
For Represented Benefits-Eligible Employees
By and Between King County
and
The Joint Labor Management Insurance Committee
Progressive Medication Program and Benefit Access Fee

Whereas, certain designated representatives of the County and the Unions signatory hereto have agreed to participate in discussions as members of the Joint Labor Management Insurance Committee (JLMIC) for the purposes of reviewing, studying, and making recommendations relative to the County's existing medical, dental, vision, and life insurance programs (Attachment 1); and

Whereas, certain collective bargaining agreements contain language adopting the recommendations of the JLMIC; and

Whereas, the County and the Unions signatory hereto have agreed to benefit plan modifications to be implemented effective January 1, 2015, to maintain the strength of the benefit plan while recognizing the constraints of the County's budget situation;

Therefore, having bargained in good faith, the JLMIC hereby agrees to the following benefit plan design changes:

1. Progressive Medication Program. The JLMIC agrees to expand the Progressive Medication Program (PMP) as described in the Memorandum of Agreement Regarding Health Benefits for 2010 – 2012 (Attachment 2) by adding the following therapy classes:

ADHA-non-stimulant
ADHD-stimulant
Alzheimer's
Antiepileptic Drugs
Avodart
Gabapentin
Long-acting Opioid-oral

Tetracycline-oral
Topical Acne
Topical Corticosteroids
Topical Immunomodulators
Tramadol
Triptan
Uloric

These therapy classes shall only apply to members who have new, **first time** prescriptions, prescribed after the effective date of this Agreement, for a drug and/or drugs that is/are in one of these designated PMP therapy classes.

2. Grandfathering. Prescription coverage for members who were prescribed second or third line backup drugs prior to the effective date of this Agreement shall not be affected by this Agreement.

3. Benefit Access Fee. The JLMIC agrees that the benefit access fee shall be increased to \$75.00.

4. Total Agreement and Severability.

A. Total Agreement. This agreement comprises the entire Agreement of the parties with respect to the matters covered herein, and no other agreement, statement or promise made by any party which is not included herein shall be binding or valid. This Agreement may be modified or amended only by a written agreement.

B. Severability. The provisions of the Agreement are intended to be severable. If any term or provision of this Agreement is deemed illegal or invalid for any reason, such illegality shall not affect the validity of the remainder of this Agreement.

APPROVED this 10th day of August, 2014.

By: 
King County Executive

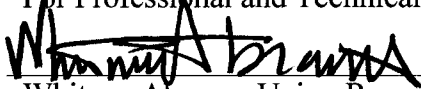
On behalf of the Unions Participating in the Joint Labor Management Insurance Committee:

- > For Office & Professional Employees International Union, Local 8:

Amanda Montoya, Union Representative

Date

- > For Professional and Technical Employees, Local 17:



Whitney Abrams, Union Representative

8/4/14
Date

- > For International Brotherhood of Teamsters Local 117:

Tracey A. Thompson, Secretary-Treasurer

Date

- > For General Teamsters Union, Local #174:

Michael Gonzales, Business Agent

Date

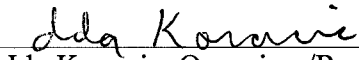
- > For Amalgamated Transit Union, Local 587:

Not Applicable

Paul Bachtel, President

Date

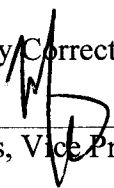
- > For Service Employees International Union, Local 925:



Ida Kovacic, Organizer/Representative

5/4/14
Date

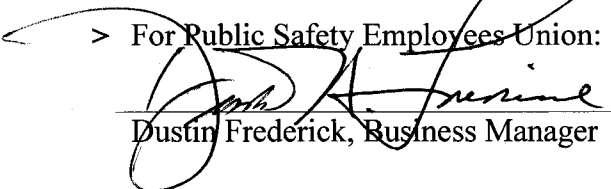
- > For King County Corrections Guild:



Matthew Owens, Vice President

7.31.14
Date

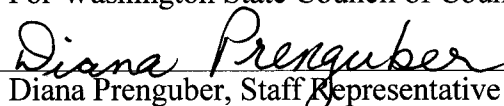
- > For Public Safety Employees Union:



Dustin Frederick, Business Manager

8/4/14
Date

- > For Washington State Council of County and City Employees, Council 2:



Diana Prenguber, Staff Representative

8-4-14
Date

On behalf of the Unions Participating in the Joint Labor Management Insurance Committee:

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Amanda Montoya, Union Representative

8/1/14
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- > For Professional and Technical Employees, Local 17:

Whitney Abrams, Union Representative

Date

- > For International Brotherhood of Teamsters Local 117:

Tracey A. Thompson, Secretary-Treasurer

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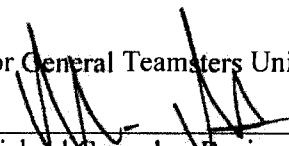
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