

MEMORANDUM OF AGREEMENT
Regarding
Health Benefits
For Benefits-Eligible Employees
By and Between King County
and
Amalgamated Transit Union, Local 587

Subject: 2016 Plan Design Change for the 2016 Benefit Year

WHEREAS, the County and the Union are empowered to negotiate and implement modifications to insured benefits for the benefit eligible employees pursuant to Section 9 of the Memorandum of Agreement 2014 through 2016 (Agreement); and

WHEREAS, on July 9, 2015 the parties agreed to modify the SmartCare benefit plan to be implemented effective January 1, 2016.

NOW THEREFORE, having bargained in good faith, the parties hereby agree to the following benefit plan design changes:

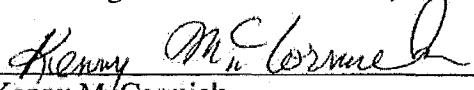
1. Palliative Care Offered by KingCare and/or SmartCare. The parties agree to add palliative care to the insured plan(s).

2. Total Agreement and Severability.

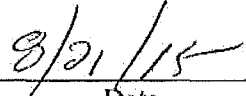
A. Total Agreement. This agreement comprises the entire Agreement of the parties with respect to the matters covered herein, and no other agreement, statement or promise made by any party which is not included herein shall be binding or valid. This Agreement may be modified or amended only by a written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

For Amalgamated Transit Union, Local 587:

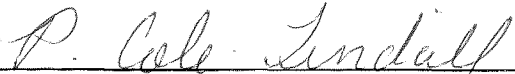


 Kenny McCormick
 President/Business Representative




 Date

For King County:



 Patti Cole-Tindall, Director
 Office of Labor Relations
 King County Executive Office



 Date

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