

**Memorandum of Agreement
for the Collective Bargaining Agreement
Technical Employees’ Association – Capital Division, Metro Transit Department,
Staff unit
[427]**

Subject: 2019-2024 Collective Bargaining Agreement Retro Pay Settlement and Employee Wage Table Step Placement

This Memorandum of Agreement (Agreement) is entered into by and between King County (the County) and Technical Employees’ Association (the Association).

Background:

1. The County and the Association are parties to a Collective Bargaining Agreement (CBA) for the period of January 1, 2019, through December 31, 2024. Negotiations for that CBA concluded in 2023 and will include retroactive wage payments dating back to the effective date of the CBA.
2. The Parties wish to streamline the calculation and payment of the owed retroactive wages by agreeing to settled retroactive wage payments per employee and to place employees onto the newly negotiated wage table. The Parties enter this Agreement to facilitate those agreements.

Agreement:

1. Retroactive wage payments for the period of January 1, 2019, through March 31, 2023, shall be the amount, by employee, in Appendix A to this Agreement, and shall include all employees whose base position was represented by the Association during the retro period. Payment, which may be spread over multiple pay periods, shall be completed no more than two full pay periods after the effective date of the King County Council ordinance that adopts the CBA. The effective date of the ordinance is 10 days after the King County Executive signs the ordinance that adopts the CBA, unless an emergency declaration is made that provides for an earlier effective date.

This retroactive wage settlement includes annual earnings from all earnings pay codes

listed in Appendix A multiplied by the Compounded GWI. For example:

Year	2019	2020	2021	2022	2023	Total Retro
GWI	2.41%	2.00%	4.75%	6.00%	5.02%	
Compounded GWI Rate	2.41%	4.46%	9.42%	15.99%	21.81%	
Annual/YTD Earnings	\$10,000	\$10,000	\$10,000	\$10,000	\$2,500	
Retro amount by year with compounded GWI	\$241	\$446	\$942	\$1,599	\$545	\$3,773

2. Retroactive wage payments for the period of April 1, 2023, to the date of prospective implementation of the 2023 wage table shall be paid by the County no more than four pay periods after implementation of the 2023 wage table and shall include all employees whose base position was represented by the Association during the retro period. Retroactive wages for this period shall be the difference between an employee's actual earnings and the amount that would have been earned if the 2023 wage table had been followed. The calculation of retroactive wages for this period cannot be completed until all employees are actively being paid on the 2023 wage table, as that establishes the end date of the retro period.

The prospective implementation date is defined as the first day of the pay period in which employees represented by the Association earn pay pursuant to the 2023 wage table contained in the CBA between the parties.

The parties shall work together to jointly agree on the final amount owed to each employee for this period and to document the same in an MOA that will aid in the accurate and timely payment of owed retroactive wages.

3. All retroactive wage payments are subject to applicable payroll taxes, PERS contributions, and other payroll deductions in effect at the time the retroactive wage payments are made. For purposes of PERS contributions, the retroactive wage payments for each year shall be equally divided over the calendar year, or that part of a calendar year that the employee worked in a PERS-eligible position. For example, if an employee retired at the end of June, their PERS contributions for that year would be equally divided over the months of January – June. If an employee worked for the entire year, their PERS contributions would be equally divided over the months of January – December.

4. Upon prospective implementation of the CBA and retroactively effective to April 1, 2023, Employees at the top step of the wage range for their base position shall be placed at step 10 of the 2023 wage table. Employees who are earning merit over the top (MOT) pay shall have their MOT applied to their 2023 step 10 rate of pay.

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Technical Employees Association – Capital Division, Metro Transit Department

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5. Upon implementation of the CBA and retroactively effective to April 1, 2023, employees below the top step of the wage range for their base position shall have their March 31, 2023, base wage multiplied by 21.8% (the compounded GWI rate for 2019-2023) and then using that result, placed on the closest wage step for their position that does not result in a decrease. In no event shall an employee be placed above step 10 for their position. Employees who are on special duty assignments (SDA) or working out of class (WOC) assignments, shall have their SDA or WOC wage rates recalculated, as needed, to take into account their new 2023 wage rate.

6. This Agreement and Appendix A are intended to be a full and final settlement of the retroactive payments owed to employees under the 2019 – 2024 CBA. Any errors that are \$100.00 or more, per employee, may be grieved by either party within 60 calendar days of the pay day for the retro payment. Any errors less than \$100.00, per employee, are not in error and may not be grieved by either party. The determination of whether the \$100 threshold has been met shall consider all retroactive pay the employee received, inclusive of rounding. The parties agree to present concerns regarding over or underpayment of retroactive pay to one another prior to the filing of any grievance. Any disputes regarding the interpretation or application of this Agreement shall be resolved by the parties using the grievance procedures of the CBA.

7. This one-time Agreement is effective upon ratification of the parties' 2019-2024 CBA. Electronic signatures will have the same force and effect as does an original signature on this document. This Agreement may be signed in counterparts, which together shall constitute the entire agreement.

8. This Agreement expires on December 31, 2024.

For the Technical Employees Association:

DocuSigned by:
Alton Gaskill
D5E0925ECD6E4CF

Alton Gaskill
President

8/29/2023

Date

For King County:

DocuSigned by:
Sasha Alessi
98BD219A728E4E7

Sasha Alessi
Labor Relations Manager
Office of Labor Relations
King County Executive Office

8/29/2023

Date

ID	Gross Earnings by Year					Retro by Year					2023 Wage and Step			
	2019	2020	2021	2022	2023 (Q1)	2019 (+2.41%)	2020 (+2.00%)	2021 (+4.75%)	2022 (+6.00%)	2023 Q1 (+5.02%)	2023 Current Wage	2023 Wage after GWI Applied	2023 New Table Range	2023 New Wage incl. Merit
000040060	137,974	109,201	-	-	-	3,325	4,868	-	-	-				
000041479	138,119	138,063	138,121	137,974	42,454	3,329	6,155	13,011	22,055	9,258	66.05	80.45	10	80.45
000041672	127,343	130,107	132,979	135,572	40,582	3,069	5,800	12,527	21,671	8,850	62.83	76.53	10	76.53
000041960	90,024	90,024	90,890	90,457	27,700	2,170	4,013	8,562	14,460	6,041	43.28	52.72	10	52.72
000042397	132,340	131,891	143,650	138,838	42,800	3,189	5,880	13,532	22,194	9,334	66.05	80.45	10	80.45
000043358	125,906	137,874	131,890	131,890	40,582	3,034	6,147	12,424	21,083	8,850	62.83	76.53	10	76.53
000044717	146,379	-	-	-	-	3,528	-	-	-	-				
000045111	141,491	144,981	144,842	150,228	-	3,410	6,464	13,644	24,014	-				
000045703	142,943	144,242	144,381	149,743	-	3,445	6,431	13,601	23,937	-				
000046058	65,618	65,710	65,790	66,496	20,831	1,581	2,929	6,197	10,629	4,543	31.28	38.10	10	38.10
000046867	56,210	-	-	-	-	1,355	-	-	-	-				
000060417	137,681	137,233	128,279	134,905	38,203	3,318	6,118	12,084	21,565	8,331	59.69	72.71	10	72.71
000060540	209,043	215,356	158,186	137,726	51,187	5,038	9,601	14,901	22,016	11,163	59.69	72.71	10	72.71
000060971	99,678	99,678	99,678	99,678	10,137	2,402	4,444	9,390	15,934	2,211				
000061025	131,890	131,890	131,890	135,557	42,174	3,179	5,880	12,424	21,669	9,197	62.83	76.53	10	76.53
000061301	148,784	149,649	140,188	133,473	39,994	3,586	6,672	13,206	21,336	8,722	59.69	72.71	10	72.71
000061362	28,020	-	-	-	-	675	-	-	-	-				
000061363	137,374	133,906	-	-	-	3,311	5,970	-	-	-				
000061683	117,682	116,818	105,673	106,937	32,357	2,836	5,208	9,954	17,094	7,056	50.43	61.43	10	61.43
000062031	85,053	91,720	93,995	94,884	29,210	2,050	4,089	8,854	15,167	6,370	45.64	55.59	10	55.59
000062099	104,897	105,389	107,734	56,672	-	2,528	4,698	10,149	9,059	-				
000062895	62,503	113,355	67,517	5,261	-	1,506	5,054	6,360	841	-				
000062901	75,174	-	-	-	-	1,812	-	-	-	-				
000062971	131,890	132,519	140,630	138,574	42,638	3,179	5,908	13,247	22,151	9,298	66.05	80.45	10	80.45
000067328	123,354	55,872	-	-	-	2,973	2,491	-	-	-				
000070768	41,758	135,714	139,759	142,813	43,846	1,006	6,050	13,165	22,829	9,562	65.25	79.48	10	79.48
000071780	-	5,243	-	-	-	-	234	-	-	-				
000072927	-	79,924	113,857	114,769	35,328	-	3,563	10,725	18,346	7,704	55.20	67.24	10	67.24

ID											2023			
	2019	2020	2021	2022	2023 (Q1)	2019 (+2.41%)	2020 (+2.00%)	2021 (+4.75%)	2022 (+6.00%)	2023 Q1 (+5.02%)	2023 Current Wage	2023 Wage after GWI Applied	2023 New Table Range	2023 New Wage incl. Merit
000072995	56,793	112,297	101,061	-	-	1,369	5,006	9,520	-	-				
000073402	72,640	129,309	131,090	145,604	-	1,751	5,765	12,349	23,275	-				
000073765	124,286	142,646	140,194	142,503	-	2,995	6,359	13,206	22,779	-				
000074234	32,458	46,368	-	-	-	782	2,067	-	-	-				
000074339	-	106,864	107,060	117,772	37,094	-	4,764	10,085	18,826	8,089	57.96	70.60	10	70.60
000074355	98,773	-	-	-	-	2,380	-	-	-	-				
000074603	73,345	112,776	119,636	122,638	38,198	1,768	5,028	11,270	19,604	8,330	59.84	72.88	10	72.89
000074644	-	-	-	53,005	-	-	-	-	8,473	-				
000075697	131,890	135,045	138,645	138,775	42,843	3,179	6,021	13,060	22,183	9,343	66.05	80.45	10	80.45
000080873	124,826	130,650	136,790	133,367	38,681	3,008	5,825	12,886	21,319	8,435	62.83	76.53	10	76.53
000081720	102,626	110,753	112,423	113,724	34,611	2,473	4,938	10,590	18,179	7,548	54.08	65.87	10	65.87
000082798	63,406	73,240	76,799	34,437	-	1,528	3,265	7,234	5,505	-				
000082838	132,434	103,312	82,228	35,819	-	3,192	4,606	7,746	5,726	-				
000085874	36,819	64,923	67,105	68,106	20,973	887	2,894	6,321	10,887	4,574	32.77	39.92	10	39.92
000086256	65,416	137,066	137,374	137,374	42,269	1,577	6,111	12,941	21,959	9,218	66.05	80.45	10	80.45
000090874	108,116	118,111	118,111	114,726	36,342	2,606	5,266	11,126	18,339	7,925	56.78	69.17	10	69.17
000090875	70,415	-	-	-	-	1,697	-	-	-	-				
000091065	47,401	21,562	-	-	-	1,142	961	-	-	-				
000091547	99,678	99,678	72,841	-	-	2,402	4,444	6,862	-	-				
000092250	124,171	126,071	124,161	124,268	38,203	2,993	5,620	11,696	19,864	8,331	59.69	72.71	10	72.71
000093642	91,345	99,454	99,678	99,678	30,670	2,201	4,434	9,390	15,934	6,688	47.92	58.37	10	58.37
000094150	111,492	129,388	129,739	136,543	41,846	2,687	5,768	12,221	21,827	9,126	65.25	79.48	10	79.48
000094468	-	115,008	112,223	131,003	40,481	-	5,127	10,571	20,941	8,828	50.43	61.43	10	61.43
000094941	65,416	141,028	144,242	144,364	5,548	1,577	6,287	13,588	23,077	1,210				
000095362	121,298	124,300	125,603	125,667	40,235	2,923	5,542	11,832	20,088	8,774	62.83	76.53	10	76.53
000095439	101,949	104,449	104,975	111,626	35,564	2,457	4,657	9,889	17,844	7,756	55.69	67.83	10	69.25
000095944	10,804	-	-	-	-	260	-	-	-	-				
000097942	174,797	167,322	166,423	166,065	53,962	4,213	7,460	15,677	26,546	11,768	59.69	72.71	10	72.71
000098619	101,434	108,419	111,365	114,107	35,862	2,445	4,834	10,491	18,240	7,821	55.72	67.87	7	67.88

ID											2023	2023	2023 New	2023
	2019	2020	2021	2022	2023 (Q1)	2019 (+2.41%)	2020 (+2.00%)	2021 (+4.75%)	2022 (+6.00%)	2023 Q1 (+5.02%)	Current Wage	Wage after GWI Applied	2023 New Table Range	Wage incl. Merit
000099164	90,698	81,538	96,376	96,196	31,189	2,186	3,635	9,079	15,377	6,801	48.96	59.63	6	59.91
000099215	109,881	118,076	128,274	130,696	40,256	2,648	5,264	12,083	20,892	8,779	62.90	76.62	10	76.62
000100063	62,148	99,164	102,796	94,345	-	1,498	4,421	9,683	15,081	-				
000100360	43,711	-	-	-	-	1,053	-	-	-	-				
000100383	72,286	87,605	95,481	95,607	30,622	1,742	3,906	8,994	15,283	6,678	48.26	58.79	10	58.37
000100510	-	89,262	104,792	107,343	33,075	-	3,979	9,871	17,159	7,213	51.68	62.95	9	64.33
000100675	61,999	86,346	93,954	95,095	29,279	1,494	3,849	8,850	15,201	6,385	43.57	53.07	10	53.07
000100777	81,695	83,799	85,638	85,738	26,381	1,969	3,736	8,067	13,705	5,753	41.22	50.21	10	50.21
000100792	67,191	61,204	8,145	-	-	1,619	2,729	767	-	-				
000100818	11,264	76,324	78,794	89,460	31,169	271	3,403	7,422	14,300	6,797	48.93	59.60	6	59.91
000100947	137,478	138,992	144,646	145,075	5,548	3,313	6,197	13,626	23,190	1,210				
000101224	75,515	98,303	104,570	20,483	-	1,820	4,383	9,850	3,274	-				
000101237	47,659	94,013	99,046	109,522	34,028	1,149	4,191	9,330	17,507	7,421	53.41	65.06	6	66.29
000101606	112,486	112,486	117,922	72,684	-	2,711	5,015	11,108	11,619	-				
000101608	125,667	131,624	131,891	131,891	40,582	3,029	5,868	12,424	21,083	8,850	62.83	76.53	10	76.53
000101631	62,451	94,860	100,472	103,105	32,421	1,505	4,229	9,464	16,482	7,070	50.88	61.98	8	62.82
000101656	125,667	131,597	103,591	-	-	3,029	5,867	9,758	-	-				
000101720	87,506	94,931	94,931	99,413	30,670	2,109	4,232	8,942	15,891	6,688	47.92	58.37	10	58.37
000101723	125,930	131,282	136,603	98,307	-	3,035	5,853	12,868	15,715	-				
000101765	75,391	79,193	81,248	85,187	26,818	1,817	3,531	7,654	13,617	5,848	42.09	51.27	7	51.77
000101920	883	-	-	-	-	21	-	-	-	-				
000102394	112,777	120,291	127,604	130,648	40,256	2,718	5,363	12,020	20,884	8,779	62.90	76.62	10	76.62
000102999	77,796	89,135	91,426	97,777	32,533	1,875	3,974	8,612	15,630	7,095	50.72	61.78	8	62.82
000103079	28,090	62,384	63,937	82,154	31,169	677	2,781	6,023	13,132	6,797	48.93	59.60	6	59.91
000103094	56,928	63,095	64,666	79,468	25,673	1,372	2,813	6,092	12,703	5,599	40.29	49.08	1	51.97
000103096	62,689	72,368	69,107	72,853	20,296	1,511	3,226	6,510	11,646	4,426				
000103128	81,225	97,329	103,189	105,937	33,291	1,958	4,339	9,720	16,934	7,260	52.26	63.65	9	64.33
000103174	113,933	114,816	114,816	114,816	35,328	2,746	5,119	10,816	18,354	7,704	55.20	67.24	10	67.24
000103317	65,248	93,688	-	-	-	1,572	4,177	-	-	-				

ID											2023	2023	2023 New	2023
	2019	2020	2021	2022	2023 (Q1)	2019 (+2.41%)	2020 (+2.00%)	2021 (+4.75%)	2022 (+6.00%)	2023 Q1 (+5.02%)	2023 Current Wage	Wage after GWI Applied	2023 New Table Range	Wage incl. Merit
000103339	107,528	110,424	112,533	112,486	36,060	2,591	4,923	10,601	17,981	7,864	56.78	69.17	10	69.17
000103353	79,402	86,812	89,201	91,421	28,741	1,914	3,870	8,403	14,614	6,268	45.11	54.95	10	55.59
000103385	115,471	125,531	133,287	131,899	40,910	2,783	5,596	12,556	21,084	8,921	62.90	76.62	10	76.62
000103507	98,750	105,747	113,424	119,264	37,538	2,380	4,714	10,685	19,065	8,186	58.28	71.00	9	71.18
000103623	113,341	99,380	103,239	109,967	37,207	2,732	4,431	9,725	17,578	8,114	47.73	58.14	10	58.50
000103634	91,488	95,092	120,491	126,681	35,168	2,205	4,239	11,350	20,250	7,669	46.91	57.14	10	58.50
000103904	75,796	77,711	81,380	84,641	27,566	1,827	3,465	7,666	13,530	6,011	43.28	52.71	8	53.02
000104161	78,336	91,317	92,144	26,238	-	1,888	4,071	8,680	4,194	-				
000104170	103,887	119,537	132,485	5,194	-	2,504	5,329	12,480	830	-				
000104178	8,120	-	-	-	-	196	-	-	-	-				
000104208	49,678	-	-	-	-	1,197	-	-	-	-				
000104500	91,834	125,667	125,667	131,713	40,695	2,213	5,602	11,838	21,055	8,875	62.83	76.53	10	76.53
000104550	64,874	117,349	123,040	132,357	40,121	1,563	5,232	11,590	21,157	8,749	62.90	76.61	10	76.62
000104552	60,984	91,819	94,097	96,205	29,210	1,470	4,093	8,864	15,379	6,370	45.64	55.59	10	55.59
000104553	60,648	91,819	95,365	100,962	30,670	1,462	4,093	8,983	16,139	6,688	45.64	55.59	10	55.59
000104671	-	-	-	80,970	34,334	-	-	-	12,943	7,487	53.60	65.29	10	65.87
000104816	64,706	117,358	120,350	131,249	39,869	1,559	5,232	11,337	20,980	8,695	62.25	75.82	10	76.62
000104872	51,535	102,157	104,921	111,631	35,866	1,242	4,554	9,883	17,844	7,822	55.72	67.87	7	67.88
000104929	63,388	120,573	127,864	128,088	39,010	1,528	5,375	12,045	20,475	8,507	59.69	72.71	10	72.71
000105012	48,364	105,473	96,804	122,677	37,523	1,166	4,702	9,119	19,610	8,183	58.61	71.39	10	72.89
000105013	39,074	93,004	85,719	90,165	27,700	942	4,146	8,075	14,413	6,041	43.28	52.72	10	52.72
000105183	34,321	80,340	80,122	83,835	27,717	827	3,582	7,547	13,401	6,044	43.44	52.91	8	53.02
000105493	19,258	57,873	59,532	65,514	24,435	464	2,580	5,608	10,473	5,329	29.80	36.29	10	36.29
000105647	35,316	125,667	125,775	126,038	43,806	851	5,602	11,848	20,147	9,553	66.05	80.45	10	80.45
000105741	19,968	27,348	-	-	-	481	1,219	-	-	-				
000105789	22,888	116,453	118,311	118,248	37,862	552	5,192	11,145	18,902	8,257	59.69	72.71	10	72.71
000105838	14,960	71,383	75,826	85,220	25,733	361	3,182	7,143	13,623	5,612	42.99	52.37	8	53.02
000105839	16,559	81,331	84,128	103,463	33,139	399	3,626	7,925	16,539	7,227	52.03	63.37	5	64.74
000105933	11,767	73,680	93,269	99,354	31,288	284	3,285	8,786	15,882	6,823	49.12	59.83	6	61.15

ID											2023	2023	2023 New	2023
	2019	2020	2021	2022	2023 (Q1)	2019 (+2.41%)	2020 (+2.00%)	2021 (+4.75%)	2022 (+6.00%)	2023 Q1 (+5.02%)	2023 Current Wage	2023 Wage after GWI Applied	2023 New Table Range	2023 Wage incl. Merit
000106120	11,719	130,894	102,172	111,742	30,851	282	5,836	9,625	17,862	6,728	48.03	58.50	10	58.50
000106340	-	114,401	118,576	123,051	38,909	-	5,100	11,170	19,670	8,485	59.66	72.67	10	72.89
000106375	-	92,100	104,662	111,975	35,328	-	4,106	9,859	17,899	7,704	55.20	67.24	10	67.24
000106644	-	72,776	93,649	65,655	-	-	3,244	8,822	10,495	-				
000106882	-	75,963	115,921	124,358	39,258	-	3,387	10,920	19,879	8,561	61.62	75.06	10	76.62
000106884	-	36,400	39,768	22	-	-	1,623	3,746	3	-				
000109595	-	-	42,831	118,488	37,384	-	-	4,035	18,940	8,153	58.68	71.48	10	72.89
000109799	-	-	29,530	113,410	35,806	-	-	2,782	18,129	7,808	56.20	68.46	8	69.51
000109847	-	-	30,192	130,857	42,017	-	-	2,844	20,918	9,163	62.90	76.62	10	76.62
000109912	-	-	15,370	-	-	-	-	1,448	-	-				
000110050	-	-	13,500	16,650	-	-	-	1,272	2,662	-				
000110051	-	-	-	52,733	24,766	-	-	-	8,429	5,401	42.71	52.02	8	53.02
000110904	-	-	-	43,279	10,080	-	-	-	6,918	2,198				
000110957	-	-	-	43,493	19,704	-	-	-	6,952	4,297	29.79	36.29	10	36.29
000111185	-	-	-	66,462	33,231	-	-	-	10,624	7,247	51.92	63.25	8	64.12
000111450	-	-	-	59,890	35,994	-	-	-	9,574	7,849	56.21	68.47	8	69.51
000111512	-	-	-	55,640	35,798	-	-	-	8,894	7,807	56.21	68.47	8	69.51
000112156	-	-	-	17,455	20,364	-	-	-	2,790	4,441	32.41	39.48	3	39.74
000112259	-	-	-	18,093	24,199	-	-	-	2,892	5,277	38.64	47.06	3	47.09
000113226	-	-	-	-	1,740	-	-	-	-	379	43.50	52.99	8	53.02

Pay Codes Included in Retro Calculation

Bereavement Leave
Comp Time Taken
Contract Settlement
Covid Paid Leave Correction
Covid Paid Leave Taken
CT Paydown - Converted to OT
Emerg Admin Leave w/Acc
Emerg Pd Sck Lv Act Granted
Emergency Pd Sck Lv Act EE
Executive Leave Earned
Executive Leave Hours Adj.
Executive Leave Pay
FMLA-KCFMLA Emg Adm Lv w/acc
FMLA-KCFMLA Emrg FML Expan Act
FMLA-KCFMLA Executive Leave
FMLA-KCFMLA Sick Leave
FMLA-KCFMLA Vacation
Furlough Unpaid with Accruals
Grievance
Health Benefit Cash Payment
Holiday Bank Earned
Holiday Pay
Jury Duty Pay
Leave without Pay
License Cert 1
License Designation
Overtime @ 1.5 w/Accruals
Overtime Earnings @ 1.5
Pay Adjustment
Personal Hol New Hire Hrs Adj
PremPay-Work Out of Class + 5%
Professional Cert License
Regular Earnings
Regular Earnings Detailed
Retention Bonus
Retro Overtime
Retro Pay
Retro Pre-ABT
Sick Hrs Donated - Emergency
Sick Leave Deceased no-tax
Sick Leave Hours Adjustment
Sick Leave Pay
Sick Leave Pay @ Termination
Sick Leave Taken - Donated
Sick Lev Deceased FICA/Med Tax
Sick Time Donated

Tool & Boot Allowance
Vacation
Vacation Deceased FICA/MED Tax
Vacation Deceased no-tax
Vacation Donation Trust
Vacation Hrs Donated-Emergency
Vacation Leave Hours Adj.
Vacation Pay Termination
Vacation Taken - Donated
Vacation Time Donated
Voluntary Separation Pay
WOC - Straight Time
WOC Premium OT + 5%
WOC Premium Reg + 5%

Pay Codes Excluded

Voluntary Separation Pay
Weight Watchers Benefit
Secure Advantage Benefit