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**Contract Database Metadata Elements**

**Title:** Columbia, County of and United Public Service Employees Union (UPSEU) (2008) (MOA)

**Employer Name:** Columbia, County of

**Union:** United Public Service Employees Union (UPSEU)

**Local:**

**Effective Date:** 01/01/08

**Expiration Date:** 12/31/10

**PERB ID Number:** 7001

**Unit Size:** N/A

**Number of Pages:** 4

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Memorandum of Agreement
Columbia County and UPSEU
December 16, 2008

Duration: 3 year agreement effective 1/1/08 through 12/31/10

Wages: Effective 1/1/08: 3.25%
   1/1/09: 3.25%
   1/1/10: 3.0%

Health Insurance: see attached as modified (#1)

Longevity: Effective 1/1/10 increase
   6 - 10 year from $400 -> $500
   11 - 15 year from $750 -> $850
   16 - 20 year from $1,175 -> $1,500
   21+ years from $2,000 -> $2,100
(Pine Haven Only)

Shift Differential / Weekend Differential
   Effective 1/1/09 increase by .10

Meal Allowance:
   Effective 7/1/09 increase by $1.00
   In the event the County implements a payroll system that reduces tax obligation this additional $1.00 shall cease and the allowance shall revert to the prior term.

Tool Allowance: Effective 1/1/09 increase by $25

Shoe Allowance: Effective 1/1/09 increase by $25
UPSEU Benefit Plan
Effective 7/1/10 increase by $5 (to $70)

Part Time Employees at Solid Waste
Add 2 the shirts starting in 2009.

Local Management Committee
The parties agree to discuss the issues such as the following but not limited to the following:
- State of Emergency
- Cell Phones
- EMT / Fire Fighter Issue
- Scheduling
- Volunteer Pay
- Payroll Tax
- Direct Deposit
- Back up call issue (Health Dept.)
- Distribution of hours (Solid Waste)
- Union Access Issues
- Sick Leave Policy (esp Pine Haven)
- Jail Nurses

For the County:
[Signature]

For the Union:
[Signature]
For the County:

(Continued)

For the Plaintiff:

Alperna, S.
Barber, J. F.
Gabriel, M.
Lia, S.
Meyer, B.
Solberg, D.
UPSEU - Health Insurance Proposal 13

Base plan offered shall be MVP HMO 25 with $240 inpatient co-pay and $10/$30/$50 RX card.

County shall also offer the following plans:

- Blue Shield HMO 25 with $250 inpatient co-pay and $10/$30/$50 RX card.
- Empire HMO 25 with $250 inpatient co-pay and $10/$30/$50 RX card.
- GHI 25 with $240 inpatient co-pay and $10/$30/$50 RX card.
- MVP POS 25 with $240 inpatient co-pay and $10/$30/$50 RX card.

Retirees' contributions shall be based upon the base plan. If a retiree selects a plan more expensive than the base plan, the retiree shall pay the difference.

If any of the health insurance carriers changes co-pays and/or the prescription drug card and increases co-pays or diminishes benefits, the County shall provide such successor plan.

New hires shall contribute 10% of the individual premium and 70% of single plus one or family premium.

The County agrees to reimburse employees, for life of this contract, for the inpatient hospital deductible.

The County may select alternative health insurance plans so long as coverage is comparable to the existing plans.

The County shall provide a $5/$20/$40 drug plan.