

**LETTER OF AGREEMENT - Transportation
Post-Retirement Medical Reserve Trust Program
For Retiring Employees**

Any eligible Transportation employee retiring between September 1, 2008 and August 31, 2009 shall have his/her sick leave buyout payment remitted directly to a Post-Retirement Medical Reserve Trust Program. Such a program will provide reimbursement of medical, dental, and vision expenses to eligible employees. For eligibility, the retiring employee must complete the appropriate enrollment form and sign the hold harmless provision. The hold harmless provision shall protect the District and Service Employees International Union (SEIU), Local 925 from legal actions and indemnify same should it be found that the District or the employee is in debt to the United States government for not paying income taxes due on any amounts or as a result of the District not withholding or deducting any tax, assessment, or other payment on such funds as required by federal law. The District and SEIU, Local 925 make no representations or warranties with respect to the tax consequences of the program nor to the ability of the sponsor or insurer to fulfill its obligations under the program.

Any retiring Transportation employee who does not sign the hold harmless provision will receive direct cash payment for his/her accumulated illness, injury, and emergency leave under RCW 28A.400.210(3); provided, however, such employee will forfeit all sick leave benefits specifically accrued between September 1, 2008 and August 31, 2009, if required by the program.

The term of this Letter of Agreement regarding participation in such a program shall run from September 1, 2008 through August 31, 2009. The Letter of Agreement shall automatically expire on August 31, 2009. Participation in such a program for employees retiring after August 31, 2009 is subject to RCW 41.56 and the duty to bargain.

Dated this ____ day of _____, 2009.

For the Union:

For the District:

Irene Eldridge, Secretary-Treasurer
SEIU Local 925

William Fritz, Director
Human Resources

