

**LETTER OF AGREEMENT – WAREHOUSE/GROUNDS/CUSTODIAN
MEDICAL RESERVE TRUST PROGRAM FOR EMPLOYEES WHO HAVE
ACCUMULATED 180 OR MORE DAYS OF SICK LEAVE**

Any eligible Warehouse/Grounds/Custodian employee who will have 180 or more days of accumulated sick leave by September 1, 2008 shall have his/her annual sick leave buyout remitted directly to the Medical Reserve Trust Program. Such a program will provide reimbursement of medical, dental, and vision expenses to eligible employees. For eligibility, the employee must complete the appropriate enrollment form and sign the hold harmless provision. The hold harmless provision will protect the District and the Association from all 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 payment of such funds as required by federal law. The District and the Association make no 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 Warehouse/Grounds/Custodian employee with 180 or more days of accumulated sick leave by September 1, 2008 will not have the option of receiving direct cash payment for his/her twelve (12) days of illness, injury and emergency leave under RCW 28A.400.210.

The term of this Letter of Agreement regarding participation in the Medical Reserve Trust Program shall run from September 1, 2008 through August 31, 2009. The Letter of Agreement will automatically expire on August 31, 2009. Participation in such a program for employees during the 2009-2010 school year 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