

MEMORANDUM OF UNDERSTANDING  
Between  
SHORELINE SCHOOL DISTRICT NO. 412  
And  
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 925  
TRANSPORTATION EMPLOYEES

THIS MEMORANDUM OF UNDERSTANDING regarding **INSURANCE ELIGIBILITY FOR MOBILITY ASSISTANTS** is effective September 1, 2016 through August 31, 2019, and is supplemental to the 2015-2019 Collective Bargaining Agreement (CBA) between Shoreline School District No. 412 (District) and Service Employees International Union, Local 925, Transportation Employees (SEIU 925 Transportation).

WHEREAS, the Parties signed a Memorandum of Understanding (MOU) on September 15, 2016, agreeing that SEIU 925 Transportation will represent District's Mobility Assistants; and

WHEREAS, that MOU states that "It is the intent of the Parties that, for the term of this MOU, working conditions for Mobility Assistants will generally remain consistent with the terms pertaining to Mobility Assistants in the 2014-2017 SESPAC Collective Bargaining Agreement"; and

WHEREAS, that MOU also states "The Parties agree to meet to resolve unforeseen issues related to the transition of representation of Mobility Assistants that have not been addressed in this MOU"; and

WHEREAS, the Parties have become aware that eligibility for insurance benefits is different in the SESPAC 2014-2017 CBA and the SEIU 925 Transportation CBA, and that difference negatively impacted one or more Mobility Assistants;

NOW THEREFORE, the District and SEIU 925 Transportation agree to the following regarding Insurance Eligibility for Mobility Assistants:

- 1) Consistent with the insurance eligibility criteria in the SESPAC 2014-2017 CBA, Mobility Assistants shall be eligible for insurance benefits when they are paid at least 17.5 hours per week. Pro-ration of the insurance amount shall be based on that portion of an individual's paid hours compared to eligibility for the full insurance amount at 1,440 hours per year.
- 2) All other provisions related to Group Insurance, as outlined in the SEIU 925 2015-2019 CBA or as specifically modified in the MOU TA'd between the Parties on September 15, 2016, shall apply to Mobility Assistants.

SEIU 925 TRANSPORTATION

SHORELINE SCHOOL DISTRICT # 412

*Ilda Koracic*  
For the Union  
11/17/16  
Date

*Mark A. Miller*  
For the District  
11/17/2016  
Date