

**Memorandum of Understanding  
Between  
Thurston County,  
Thurston County Sheriff's Office Corrections Bureau  
and  
AFSCME/WSCCCE Local 618-CD, Corrections**

**RE: VEBA Special Election**

The Collective Bargaining Agreement (CBA) between the parties has specific timelines and procedures for how the Voluntary Employee Beneficiary Association (VEBA) plan election process shall occur. However, due to an administrative oversight on the part of the Employer, the parties have reached the following agreement:

1. A vote may occur prior to date of this agreement for employees who are eligible to vote based on criteria established by the Union.
2. The Employer will implement the results of the vote as soon as practicable.
3. This agreement is non-precedent setting and the parties agree that Article 15.4 shall be renegotiated in the successor to the 2022-2024 CBA if permanent changes are to be requested.

By their signatures below, the parties acknowledge their understanding and acceptance of this agreement, as of May 9, 2023:

**WSCCCE/AFSCME Council 2, 618-CD:**

  
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Brian Boman, President  
Local 618-CD

  
\_\_\_\_\_  
Aaron Cole, Staff Representative  
AFSCME/WSCCCE

**Thurston County:**

  
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Dave Pearsall, Undersheriff  
Thurston County Sheriff's Office

  
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Maria Aponte, Director  
Human Resources