

AFSCME Council No. 5, Non-Exempt and Exempt Employee Units and Washington County

This Memorandum of Agreement is entered into between the County of Washington (hereafter “County”) and AFSCME Council No. 5, Non-Exempt and Exempt Employee Units (hereafter “Union”) to document an agreement reached during the 2026-2028 collective bargaining negotiations.

WHEREAS, in conjunction with the negotiations for the above-mentioned collective bargaining agreement, the County and the Union resolved their differences and wish to memorialize their agreement.

NOWTHEREFORE, the County and the Union agree that the following items represent areas of shared agreement between both parties that, although not part of the formal contract, demonstrate our mutual understanding:

- Add a link for employees to AFSCME Local 517 Website.
- New Employee Welcome Session (News) – County to add exclusive representative information to the end of the agenda (Agenda provided at meeting invite).
- Sign in/registration for orientation document listing employee bargaining unit.
- Agree to add at annual employee health fair, vendors with information on current health offerings, local providers, focus on mental health options, stress management, and other opportunities.
- Agree to have the insurance labor management committee review:
 - Short-term disability change to allow late enrollment for all members without proof of insurability (may come with a 1-year elimination period).
 - Unembedded health plan option with lowered deductibles following the current HealthPartners contract period.
- Meet and confer on how to modify WashNet to make it easier to search mental health benefits.

The above items are not grievable. This agreement constitutes the full and complete agreement between the parties hereto regarding this matter.

UNION

Buyer Agent 7/7/2026

WASHINGTON COUNTY

Angela Nalezny 7/9/2026

 Human Resources Director Date