

ADMINISTRATIVE AGREEMENT

by and between

MUNICIPALITY OF ANCHORAGE

AND

**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL 1547
TECHNICIANS**

Subject: Vera Whole Health Clinic Health Evaluation Incentive

AA # 2021-01

This Agreement is between the Municipality of Anchorage (MOA) and the International Brotherhood of Electrical Workers Local 1547 Technicians (IBEW-Technicians) which participate in the Municipality of Anchorage's Health Plan. The MOA and IBEW-Technicians are parties to the Collective Bargaining Agreement in effect as of June 22, 2021. The parties wish to set forth their Agreement concerning a change in the Municipality's Health Insurance Plan.

It is understood and agreed as follows:

1. The MOA has contracted with Vera Whole Health (Vera) to manage a health and wellness clinic for employees and dependents enrolled in the Municipality's Health Plan (Plan).
2. The Union agrees that effective January 01, 2021 and for so long as the MOA elects to maintain a contract with Vera as described above and continue the Annual Whole Health Evaluation (Evaluation), represented employees enrolled in the Plan and who complete an Annual Whole Health Evaluation (AWHE) at the Vera Care Center may be qualified to earn an incentive contribution to their paycheck. If the MOA elects, employee spouses may receive an incentive for completing the same Evaluation. If the spouse is an employee of the MOA and enrolled in the Plan, only one incentive will be available. To earn the incentive, the employee must complete each of the determined steps of the AWHE.
3. Vera will report to the MOA the names of enrolled employees who have completed the AWHE. The MOA will not have access to employee health information.
4. After the Assembly approves this Agreement, the MOA agrees to add the incentive to the employee's paycheck within forty-five (45) days of Assembly approval or of the MOA being notified that all parts of the AWHE have been completed, whichever is later.

5. The contribution is not eligible for PERS and will be subject to applicable taxes and withholdings.
6. This incentive may be terminated by the MOA at any time.
7. No other terms, articles or sections of the CBA are affected by this Agreement.
8. This resolution applies to the union signatory to this Agreement and is subject to Assembly approval.

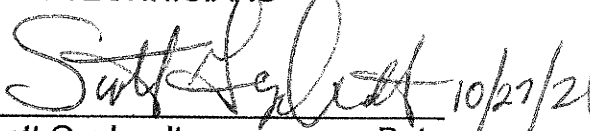
Pursuant to AMC 3.70.130 D., each and every collective bargaining contract, Agreement, modification, written interpretation, or other change, alteration or amendment, no matter how denominated, shall include a summary of requirements and remedial provisions, and the certification under oath or affirmation by each duly authorized representative signing on behalf of a party. The duly authorized representatives, on behalf of the parties to this Agreement, hereby affirm and certify as follows:

- A. This Agreement complies with Anchorage Municipal Code section 3.70.130.
- B. Section 3.70.130 requires Assembly approval of all modifications and amendments, no matter how denominated.
- C. Absent Assembly approval, as required by section 3.70.130, any modification or amendment, no matter how denominated, shall be deemed null and void, and any payments made shall be recoverable by the Municipality.
- D. Absent Assembly approval, as required by section 3.70.130, written clarifications and interpretations within the definition of "administrative letter" are invalid.
- E. Section 3.70.010 prohibits the use of administrative letters to vary the explicit terms of a labor Agreement.
- F. Intentional actions in violation of section 3.70.130 are subject to fines and penalties under section 1.45.010.
- G. Remedial actions: In the event the provisions of section 3.70.130 are violated by administrative action, any labor Agreement, Agreement, modification, written interpretation, or other change, alteration or amendment, no matter how denominated, shall be null and void with no force or effect.

IN WITNESS WHEREOF, this Agreement is entered into freely and voluntarily by the signatures of the parties below.

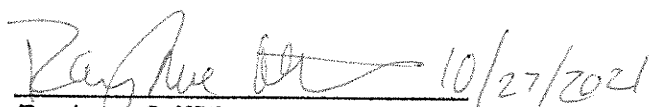
AGREED TO AND SIGNED FOR BY:

IBEW-TECHNICIANS



Scott Gephardt Date 10/27/21
Business Rep

MUNICIPALITY OF ANCHORAGE



Raylene Griffith Date 10/27/2021
Labor Relations Director