

## MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (hereinafter referred to as "MOU") is entered into on this [Date], by and between the Management of W.H. Bagshaw Company, a corporation duly organized and existing under the laws of New Hampshire, with its principal place of business located at 1 Pine St Extension (hereinafter referred to as "Management"), and the International Chemical Workers Union Council / United Food & Workers International Local #560C, a labor organization duly organized (hereinafter referred to as the "Union").

## BACKGROUND

The current collective bargaining agreement (hereinafter referred to as "CBA") between Management and the Union is set to expire on December 31, 2023, and the parties are scheduled to commence negotiations for a new CBA on December 5, 2023.

All employees of W.H. Bagshaw Company are scheduled to attend an Open Enrollment meeting with a designated broker on November 30, 2023, to make selections for their vision, dental, disability, life, and health insurance plans for the year 2024.

Non-union employees have been provided with their benefits summary for the year 2024 and are presently in the process of enrolling in new plans.

Management has undertaken an extensive research process pertaining to the implementation of an Individual Coverage Health Reimbursement Arrangement (ICHRA) and has obtained the agreement of the Union to proceed with transitioning from the existing group plan to this ICHRA model, which provides employees with the flexibility to select insurance plans that align with their unique healthcare needs.

W.H. Bagshaw Company intends to offer two primary insurance options through the ICHRA, which have been carefully selected as the most advantageous options available. In the event that neither of these plans aligns with the healthcare goals and needs of the employees, they shall have the option to explore the marketplace to identify alternative plans. CGI business Solutions, our broker, will administer the ICHRA.

## AGREEMENT

Management and the Union hereby agree to the following provisions with respect to the transition of employees to ICHRA plans:

1. Employees shall be guaranteed access to insurance coverage that is equal to or superior to their 2023 coverage.
2. The employee contribution towards insurance premiums for the year 2024 shall be held constant or reduced. The specifics of this reduction shall be deliberated upon and mutually agreed upon during the upcoming union negotiations scheduled to commence on December 5th.
3. During the negotiations for the new Collective Bargaining Agreement, any outdated language pertaining to employee benefits shall be subject to removal and updating.

THIS MOU SPECIFICALLY PROVIDES MANAGEMENT TO PROCEED WITH ENROLLING ITS MEMBERS INTO ICHRA PLANS; IT IS IN NO WAY AN EXTENSION OF THE CURRENT COLLECTIVE BARGAINING AGREEMENT.

IN WITNESS WHEREOF, the parties hereto have executed this Memorandum of Understanding as of the date first above written.

By: \_\_\_\_\_  
560C President, Garfield Archer

By: \_\_\_\_\_  
Union Representative, Cory Bombredi

By: \_\_\_\_\_  
W.H. Bagshaw, Adria Bagshaw