

Tentative Agreement

Date: 12/19/23

For LiUNA: *Joshill Amin*

For Metro: *C. Lopez*

Variable Hour and Seasonal Employee
Health and Welfare Pilot

Any variable hour or seasonal employee, who is employed with Employer on **January April 1 or June October 1** of each year during this collective bargaining agreement, who worked 416 hours over the preceding six months in a LiUNA represented position, will be eligible for a temporary healthcare incentive of \$150 in any month they work 30 hours or more during the next six-month period.

Employer and union agree to a one-year pilot study, begin the date of ratification of the collective bargaining agreement, to review impact of this agreement for VHE and seasonal employees. The parties agree to meet once a year during the course of this collective bargaining agreement to review results of the pilot study and negotiate any changes.

This pilot study will sunset on June 30, 2027, or at an earlier date as mutually agreed to by both parties.