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MEMORANDUM OF UNDERSTANDING
Between
Spokane Regional Emergency Communications
And
Local 1553-EC of the Washington State Council of County and City Employees - Council 2, AFSCME AFL-CIO

Both parties recognize the value of having educated employees. In many cases higher education comes with increased student loan costs that can cause stress and financial burdens on employees. In an effort to reduce the financial burden and stress created by student loan re-payment and in an effort to recruit and retain qualified employees, Spokane Regional Emergency Communications (SREC) is willing to participate in an employer paid student loan re-payment program under the following conditions:

1) The employee has qualified student loans that they took out **for their own education**. Parent Plus loans or loans taken out for another person's education do not qualify.
2) The employee makes, at least, the minimum monthly contribution to their student loan provider. Employees taking advantage of any government suspension of student loan re-payment will not qualify for an employer contribution until they start making their payments again.
3) The employee signs up and complies with the requirements of BenefitEd; SREC's third party administrator for this program.

Beginning July 1, 2022, any employee that meets all of these conditions will receive $300 per month, from SREC, that will be paid directly to the employee's student loan provider via BenefitEd.

This program will be evaluated yearly during SREC's annual budget process to determine if it will continue for the subsequent year. Any extensions will be for a full calendar year. The program will not be suspended mid-year.

This MOU will expire at midnight on December 31, 2022 unless both parties extend it by mutual agreement.

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President 1553 EC