

**MEMORANDUM OF UNDERSTANDING**  
**Between**  
**USDA – Forest Service and**  
**National Federation of Federal Employees, Forest Service Council**

This Memorandum of Understanding (MOU) is between USDA – Forest Service, Mt Baker – Snoqualmie (MBS) NF (Management) and the National Federation of Federal Employees, Forest Service Council (Union) hereafter referred to as the “Parties”. This MOU pertains to the implementation of the MBS Wellness Plan.

The Parties stipulate the signatories to this MOU have the authority to bind their respective Party and agree to the following:

1. The MBS Wellness Plan effective on 04/14/2020 has been negotiated with union input and its provisions affecting bargaining unit employees have been agreed to.
2. The MOU becomes effective on the date of the final signature to this agreement.
3. The MOU will remain in effect for the life of the Wellness Plan effective on 04/14/2020.
4. The MOU may be reopened and/or re-negotiated by the request of either Party, consistent with midterm negotiations under Article 11 of the Master Agreement, or when a change in Agency or Departmental Policy or the Master Agreement render it ineffective.
5. A copy of this MOU will be posted to the HRM FS Web Site.

Agreed to:

**JAMES DAVIS** Digitally signed by JAMES DAVIS  
Date: 2020.12.09 06:19:08 -08'00'

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James B. Davis  
Designated Chief Negotiator for  
Mt. Baker-Snoqualmie National Forest

*Katijo E Maher*  
Katijo Maher  
NFFE Chief Steward, Local 0034

\_\_\_\_\_  
Date

04/14/2020  
Date