

**Memorandum of Understanding
Between the City of Latrobe and AFSCME Council 83, Local 629**

**CITY OF LATROBE
Office of City Manager
Susan "Sue" Trout**

Subject: Adjustment to Employee Health Care Eligibility for the Health Care Plan

Effective Date: January 1, 2026

Purpose

This Memorandum of Understanding ("MOU") is entered into by and between the **City of Latrobe** ("the City") and the **American Federation of State, County and Municipal Employees (AFSCME) Council 83, Local 629** ("the Union") to clarify and memorialize an agreed-upon adjustment to employee health insurance eligibility for fulltime bargaining unit members enrolled in the City's health plan.

Agreement

1. Health Plan Eligibility Adjustment:

Effective **January 1, 2026**, all newly hired employees and employees hired in the last fiscal quarter of 2025 are eligible for health care coverage paid by the city at the established rates in the collective bargaining agreement at 45 working days even though the established probationary period is 90 days.

2. Parity with Other Union Members:

This probationary period remains in effect as the collective bargaining agreement terms indicate at 90 working days.

3. Participants:

Employees who are currently enrolled in the health coverage plan are **not affected** by this adjustment. Their eligibility shall remain unchanged unless otherwise modified by mutual agreement in future collective bargaining.

4. Mutual Understanding:

Both parties acknowledge that this adjustment represents a **mutually arranged condition** between the City and the Union, intended to provide health care coverage sooner at 45 working days as opposed to 90 working days for newly hired employees.

5. No Precedent Established:

This MOU applies solely to the matter stated herein and shall **not establish a precedent** or practice for any future negotiations or benefits changes, except by mutual consent of both parties.

6. All new hires will be held to the remaining terms of the current Collective Bargaining Agreement.

7. Duration:

This MOU shall remain in effect unless modified or rescinded by written agreement between the City and the Union.

Signatures

For the City of Latrobe:

Susan "Sue" Trout" City Manager

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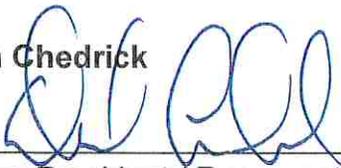
Date: 1/8/2026

Eric Bartels, Mayor

Date: _____

For AFSCME Council 83, Local 629:

Dan Chedrick

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Union President / Representative

Date: 01.08.2026