



**MEMORANDUM OF UNDERSTANDING**

**SSU/SEA Collective Bargaining Agreement 2015-2018**

**Re: Changes to Article 16 Fringe Benefits**

WHEREAS, the University has decided to offer an enhanced employer HSA contribution to other employee groups in 2018, and Internal Revenue Code (IRC) requires that it be offered to all groups, both parties agree to offer the enhanced HSA contribution to the SEA members who participate in the HDHP in 2018.

WHEREAS, the University's change to BearTrax technology will streamline processing of waiver payments to Association members who elect to receive their medical coverage from other sources;

THEREFORE, BE IT RESOLVED that the parties agree to the following modifications to ARTICLE 16 – FRINGE BENEFITS:

Article 16 Fringe Benefits: Section 2 Group Health Plans, A Medical 2. b.

- For 2018 HDHP participants only, the bargaining unit members will be eligible to receive an employer contribution of ~~\$600~~ \$650 for Single Coverage, ~~\$950~~ \$1200 for employee +1, and ~~\$1200~~ \$1500 for Family coverage

Article 16 Fringe Benefits: Section 2 Group Health Plans, C. Election and Waiver 2.

- Those eligible bargaining unit members who wish to waive participate in the University's health insurance plan(s) and who demonstrate coverage under another plan (other than an SSU health plan) and elect this option during the new hire and annual open enrollment period will receive \$150/month if they are otherwise eligible for single coverage, \$200 per month for Employee +1, or \$250/month for family coverage for waiving participation. Payment will be made ~~monthly~~ on the first two monthly pays.

Rick S. Kurtz 7/31/17

For the University:

Rick Kurtz, Ph.D. (date)

President, Shawnee State University

Eugene H. Burns, Jr. 7/28/17

For the Association:

Eugene Burns, PhD. (date)

President, Shawnee Education Association