



MEMORANDUM OF UNDERSTANDING

SSU/CWA Collective Bargaining Agreement 2020-2023

2021-2022 Healthcare Contribution Rates

WHEREAS, Article 15 (Group Insurance), of the collective bargaining agreement between Shawnee State University and Communication Workers of America (“the Agreement”), states the cost-share percentage that bargaining unit members will pay towards the University’s healthcare premiums; and

WHEREAS, when applying the cost-share percentages outlined in the Agreement to the University’s 2021-2022 renewal rates under the Jefferson Health Plan, bargaining unit members would realize an increase to current contribution rates between 1.87% and 2.72% depending on plan choice, due in part to the University’s decision to keep premiums for bargaining unit members flat for the 2020-2021 year, i.e., to not apply the stated percentages to premium increases experienced by the University effective July 1, 2020; and

WHEREAS, the University received a renewal decrease of -0.13% for the 2021-2022 plan year and intends for bargaining unit members to benefit from the favorable renewal; and

THEREFORE, the parties agree to again waive the increase to bargaining unit members’ contribution rates for the 2021-2022 plan year. Contribution rates from July 2020 will remain in effect through June 30, 2022. This agreement will be non-recurring and non-precedent setting, and shall not be deemed to establish a past practice. The University retains the right to apply the percentages stated in Article 15 to changes experienced by the University, if any, during the duration of the current CBA.

IN WITNESS WHEREOF, the parties have signed and acknowledged this Agreement as of this day and year written below, by their respective signatures.

SHAWNEE STATE UNIVERSITY

COMMUNICATIONS WORKERS OF AMERICA

DocuSigned by:

Jeffrey A. Bauer

Date: 4/19/2021

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Dr. Jeffrey Bauer, President
Shawnee State University

for Monica Hogan

Date: 4/16/2021

Monica Hogan
Communications Workers of America,
AFL-CIO