

## **MEMORANDUM OF UNDERSTANDING**

**Whereas, the Northwest State Community College Education Association (Professional and Support Unit) and the Northwest State Community College Board of Trustees are parties to negotiated agreement(s) in effect and;**

**Whereas, within the negotiated agreements, the Medical insurance plan details are attached;**

**Whereas, effective 1/1/2014 these plans are being changed by the plan administrator to be compliant with the Affordable Care Act and in order to avoid higher premium increases;**

**Now, therefore, the parties agree to the following:**

- 1. The college will reimburse all employees of the college/members of the professional and staff bargaining unit for the additional deductible(s) they incur during the 2014 insurance plan year as long as the employee provides proof of having paid the additional deductible. The college will reimburse all employees of the college/members of the support staff bargaining unit for the additional deductible(s) they incur during the 2014 insurance plan year as long as the employee provides proof of having paid the additional deductible.**

**Deductible change:**

<b>Single</b>	<b>\$375 to \$500; therefore the college is willing to incur \$125 add'l in substantiated deductible expenditure</b>
<b>Family</b>	<b>\$750 to \$1000; therefore the college is willing to incur \$250 add'l in substantiated deductible expenditure</b>

- 2. The college will accept the optional plan change to the Flexible Spending plan that will allow employees a carryover of up to \$500 from one calendar year to the next, in addition to the college's \$450 annual contribution to the Flexible Spending plan.**
- 3. For professional and staff contracts, this agreement is in effect, beginning January 1, 2014. For the professional and staff contracts this agreement remains in effect through the insurance plan year of 2014. If a new support**

contract is not opened and re-negotiated in 2014, then a new MOU for the support staff will be required for the insurance plan year of 2015.

For the Association:

Chris Higgins

Robert G. Dilworth

Gene Bostick

For the Administration

Kathryn Gaud

12/19/13 Date