


MEMORANDUM OF AGREEMENT

Subsection VIII of Section 3 of the Agreement between the parties known as SEBAC 5 provides that – with some exceptions not relevant here -- in order to qualify for retiree health insurance, the employee must have a minimum of ten (10) years of actual state service or directly transition into retirement and receive a benefit. There has been some confusion regarding how this provision applies to part time employees and adjunct faculty.

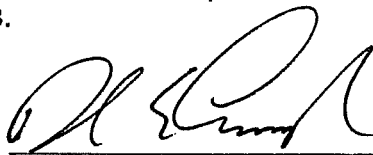
The parties hereby agree that for part time employees and adjunct faculty leaving state employment on and after September 1, 2008, the provision shall be interpreted as follows:

1. Employees must have been eligible for the same health insurance as a full-time employee in his/her collective bargaining unit or as a full-time active non-represented employee in order for such service to count as actual state service for the purpose of determining eligibility for retiree health insurance. Employees not meeting the 10-year requirement because they transition directly into retirement must meet a 5-year requirement under the same rules set forth in this agreement.
2. Employees subject to the Interdepartmental Memorandum of Thomas Woodruff dated August 8, 2007 shall have their actual state service determined as if the memorandum had been in place since they were first employed.
3. For employees serving as adjunct faculty members, any semester of service wherein they would have been eligible for the same health insurance as a full-time employee in his/her collective bargaining unit or under the Woodruff memorandum of August 8, 2007, shall have such service count for one half year of actual service in determining eligibility for retiree health care.
4. This agreement shall in no way impact any other provision of SEBAC or any collective bargaining agreement other than the determination of actual state service for the purpose of eligibility for retiree health insurance.
5. This shall replace the limitations in the previous provisions of SEBAC agreements regarding retiree health insurance for part-time employees.
6. This agreement continues the parties' acknowledgement that Section 81 of Special Act 97-21 has been incorporated into the pension agreement, and specifically that it requires that "[e]mployees covered by the Alternate Retirement Program shall be entitled to health insurance upon retirement on the same basis as SERS-covered employees with the same date of hire."
7. No employee who leaves state service between the execution of this agreement and its effective date because the option of continuing in his/her current position is unavailable shall be denied retiree health care solely because he or she left state service prior to September 1, 2008.


Linda J. Yelmini, Dir. Of Labor Relations

Date:

4/16/08


Daniel E Livingston, Chief Negotiator

Date:

4/16/08