

**ADDENDUM  
HUMAN SERVICES SUPPORT UNIT**

- The collective bargaining agreement for the Human Services Support Unit will be extended for one year. Non-compensation provisions will continue through December 31, 2011; compensation provisions will continue through September 30, 2012.
- For the duration of the agreement, when the Employer determines to achieve savings through the use of temporary layoff, such temporary layoff scheduled by the Employer shall not exceed 4 days per fiscal year. If the savings are not sufficient, the parties will work together to attempt to meet the required savings through voluntary temporary layoff. If voluntary temporary layoff savings are not sufficient, indefinite layoff will be used to achieve the required savings.
- Full-time bargaining unit employees will receive 2 hours of Banked Leave Time (BLT) per pay period for 17 pay periods, for a total of 34 hours of BLT, with regular pay reduced accordingly. Less than full-time bargaining unit employees will receive a pro rata number of BLT hours, with regular pay reduced accordingly.
- The New State Health Plan will be implemented for employees hired into the bargaining units on or after April 1, 2010. The Employer will pay 80% of the premium, and the enrolled employee shall pay 20% of the premium for the New State Health Plan. The HMO available for employees hired into the bargaining units on or after April 1, 2010 will have office visit, emergency room, and retail and mail order prescription co-pays that mirror those in the New State Health Plan. The Employer will pay 85% of the HMO premium up to the amount paid for the same coverage code under the New State Health Plan.
- The Employer agrees to support the use of the Voluntary Work Schedule Adjustment Program Plan A by bargaining unit employees wherever operationally feasible. In the event a department believes operational needs preclude granting a particular Plan A request, the request will be reviewed with the Office of the State Employer before a final determination is made.

## NEW HIRE STATE HEALTH PLAN PPO AND HMO .

**Effective on or After April 1, 2010 for New Hires ONLY**

	NEW Hire SHP PPO	NEW Hire HMO
Employer Premium Share	80%	85% of the premium up to the amount paid for the same coverage code under the SHP PPO
Prescription Drug Co-pays	R-\$10/\$30/\$60 M-\$20/\$60/\$120	R-\$10/\$30/\$60 M-\$20/\$60/\$120
<b><u>In-Network</u></b>		
Preventive Limit	\$1,500	na
Deductible (Not applied to OOPM)	\$400/\$800 Not applied to OOPM	na
Office Visit Co-pay	\$20	\$20
Emergency Room Co-pay	\$200	\$200
Coinsurance	10% After Ded	na
Out-of-Pocket Maximum (%)	\$1,500/\$3,000	na
<b><u>Out-of-Network</u></b>		
Preventive Limit	Not Covered	Not Covered
Deductible	\$800/\$1,600 Not Applied to OOP	
Office Visit Co-pay	20% After Ded	
ER Co-pay	\$200.	
Coinsurance	20% After Ded	
Out-of-Pocket Max (%)	\$3,000/\$6,000	

Letter of Understanding  
Human Services Support Unit  
Union Use of State's E-mail System

Where access to the State's e-mail system is otherwise available, the Employer agrees to permit use of the State's existing e-mail system by Union staff, Union officers, and Union stewards and Alternate Stewards for legitimate union business. Any use of the State's e-mail system by a bargaining unit employee for legitimate union business must take place on non-work time only, including the review of any such union materials transmitted.

All legitimate union business transmitted through the state's e-mail system must be clearly identified as a union communication in the subject line, and must be of a reasonable size, volume, and frequency. The Employer shall have no liability to the Union or an employee for the delivery or security of such transmittals.

No partisan political, or profane materials, or materials related to union elections, or materials defamatory or detrimental to the State, to the Union, or to an individual employee, may be transmitted through the State's e-mail system. The Employer reserves the right to block any and all such material. The State's e-mail system is not private and may be monitored at any time.

In the event the Office of the State Employer determines that the Union's use of the State's e-mail system violates provisions of this Letter of Understanding, upon notice from the Office of the State Employer, the Union shall promptly take steps to correct the violation. In the event of a repeat violation, the Office of the State Employer and the Union shall meet and resolve the issue.

The program will continue for the duration of the Agreement unless the Office of the State Employer identifies problems that cannot be resolved after meeting with the Union. The Office of the State Employer reserves the right to cancel the program if the parties fail to resolve any identified problem(s).