

**ADDENDUM**  
**Administrative Support and Human Services Units**

1. \$5,140,000 shall be withdrawn from the Joint Employee Education, Training and Development Fund and applied to the Union's share of the \$50 million in employee savings assumed in the 2010 budget which is \$15.9 million. Employer contributions to the Fund shall be suspended for the remainder of this Agreement.
2. Administrative Support and Human Services Unit employees will participate in the Banked Leave Time (BLT) program, with regular pay reduced accordingly, for a total of 26 hours, at a rate of two hours per pay period for full time employees and on a pro-rated basis for less than full time employees. Participation in the BLT program shall begin with the pay period starting April 4, 2010 and end with the pay period ending October 2, 2010.
3. 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 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. See attached.
4. No employee in the bargaining units will be temporarily laid off under provisions of Article 12, Section A.1 through September 30, 2010.
5. The collective bargaining agreements for the Human Services and Administrative Support Units shall be extended for one (1) year. Non-compensation provisions will continue through December 31, 2011; compensation provisions will continue through September 30, 2012.
6. The current practice concerning the Union's receipt of disciplinary packets shall continue, however, in no event, shall the packets be received less than five (5) weekdays before the conference.
7. The state will reduce random drug testing from 10% to 5%, except as required by mandatory Federal regulations.
8. This constitutes the entire agreement.

**New Hire State Health Plan PPO and  
New Hire HMO Designs**

	<b>Current SHP PPO</b>	<b>New Hire SHP PPO</b>	<b>Current HMO</b>	<b>New Hire HMO</b>
Employer Premium Share	90%	80%	95% of the premium up to the amount paid for the same coverage code under the SHP PPO	85% of the premium up to the amount paid for the same coverage code under the SHP PPO
Prescription Drug Copays	R-\$10/\$20 M-\$20/\$40	R-\$10/\$30/\$60 M-\$20/\$60/\$120	R-\$5/\$10 M-\$10/\$20	R-\$10/\$30/\$60 M-\$20/\$60/\$120
<b><u>In-network</u></b>				
Preventive Limit	\$ 1,500	\$ 1,500	na	na
Deductible (Not applied to OOPM)	\$300 / \$600 Not Applied to OOPM	\$400 / \$800 Not Applied to OOPM	na	na
Office Visit Copay	\$15	\$20	\$10	\$20
Emergency Room Copay	\$50	\$200	\$50	\$200
Coinsurance	0% after Ded	10% after Ded	na	na
Out-of-Pocket Maximum (%)	\$1000 / \$2000	\$1500 / \$3000	na	na
<b><u>Out-of-Network</u></b>				
Preventive Limit	Not Covered	Not Covered		
Deductible	\$600 / \$1200 Not Applied to OOP	\$800 / \$1600 Not Applied to OOP		
Office Visit Copay	10% after Ded	20% after Ded		
ER Copay	\$50	\$200		
Coinsurance	10% after Ded	20% after Ded		
Out-of-Pocket Max (%)	\$2000 / \$4000	\$3000 / \$6000		