

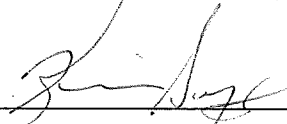
Memorandum of Understanding

Between

Southern State Community College and the Southern State Education Association

This memorandum of understanding clarifies the timing and amount of the college's contribution to the member's HSA as outlined in Section 17.02 of the Bargaining Agreement. The Association and College agree that:

1. Effective July 1, 2011, The College will deposit \$5,000 per year into the Health Savings Account of any Employee Health Savings Account at the beginning of the insurance plan year.
2. The combination of employee and employer contributions shall be \$3,050 for singles within any TAX YEAR (January 1 to December 31).
3. New employees whose effective date of hire commences on or after September 1, 2011, must either choose the PPO or the HSA contribution, unless the employee elects to opt out under section 17.02 of the contract.



President, SSCC

6/3/11

Date



Presiding




Date Southern State Education Association

Implementation of the College's contribution to the HSA as outlined in Section 17.02 of the current Collective Bargaining Agreement.

The contribution shall be \$5,000 per year for a family plan, or \$2,500 per year for an individual plan, or \$1,250 per year for an individual plan electing Option B, Health Savings Account.

Contributions cannot exceed \$6,100 per year (from January 1 to December 31).

Employees who do not elect an HSA contribution after the beginning of the plan year shall not be eligible for the college's contribution to the HSA without the college's contribution as outlined in Section 17.027.



President, SSEA

1/3/11