

Tentative Agreement
Between
The Maritime Professional Association
Council 94, Local 2877A
And
The Board of Governors for Higher Education

1. <u>Salary</u>	1/1/08	2.5% increase across the board
	7/1/08	2.5% increase across the board
	7/1/09	3% increase across the board

2. Health Insurance:

For the term of the 2007-2010 contract the health insurance benefits extended to eligible employees by the State shall be those for which the Director of Administration has contracted in accordance with RIGL 36-12, and shall include health insurance, prescription, dental, and vision/optical benefits. The employee health insurance waiver shall continue in the amount of \$2,002 annually.

Premium Sharing: For the term of the 2007-2010 contract, all employees will participate in premium sharing on a percentage of premium basis.

Individual Coverage

	<\$80,000	>\$80,000
1/1/08	9.00%	11.00%
7/1/08	11.00%	13.00%
7/1/09	13.00%	15.00%

Family Coverage

	<\$50,000	<\$80,000	>\$80,000
1/1/08	6.00%	9.00%	11.00%
7/1/08	8.00%	11.00%	13.00%
7/1/09	10.00%	13.00%	15.00%

Effective July 1, 2008 there will be a ten percent (10%) cap on annual premium escalation.

In the event of mid-contract changes in plan design, the parties agree to reopen the contract to negotiate the impact of those changes.

3. Retiree Health Insurance

Changes in retiree health insurance coverage will be effective July 1, 2008; the Pre-65 retiree health insurance benefit will be eliminated, and the Post-65 Medicare supplemental coverage will still be available.

The employee contribution towards retiree health coverage shall be as follows:

- 1/1/08 - .5% of base salary
- 7/1/08 - .75% of base salary
- 7/1/09 - .9% of base salary

Eligible employees retiring on or before June 30, 2008 from active service with the BOG shall receive the same retiree health care insurance benefit that is currently offered with the following cost sharing:

<u>Pre 65 Medical Coverage</u>			
Years of Service	Age at Retirement	Employer's Share	Employee's Share
10-15	60	50%	50%
16-22	60	70%	30%
23-27	60	80%	20%
28+	Any	90%	10%
28+	60	100%	0%
35+	Any	100%	0%

<u>Post 65 Medicare Supplemental Coverage</u>		
Years of Service	Employer's Share	Employee's Share
10-15	50%	50%
16-19	70%	30%
20-27	90%	10%
28+	100%	0%

Employees retiring after June 30, 2008, who are not yet 65 years of age will no longer be entitled to the Pre 65 Medical Coverage but may purchase health insurance coverage at the actual retiree premium rate for themselves and their spouses.

Employees retiring after June 30, 2008, who are at least 65 years of age shall receive the Post 65 Medicare supplemental coverage in accordance with the table above for Post 65 Medicare Supplement Coverage.

Agreed to by:

For the Board of Governors

For the Union

Date

Date