

Memorandum of Understanding Concerning the Coverage of Older Adult Children

February 21, 2011

The University and the AAUP-WSU agree that during calendar year 2011 the University will provide Bargaining Unit Faculty Members with the opportunity to purchase medical, dental and vision insurance for their older adult children (ages 26-27), as provided for by Ohio House Bill 1, with the following specifications:

1. The University will charge Members for this benefit at a rate no higher than 39% of the total cost for a single Member. For example, the total cost for a single Member on the Anthem Blue Access (PPO) plan in 2011 is \$526.96 per month. The University will charge Members who wish to cover an older adult child no more than \$205.51 per month (39% of the total cost) for this benefit.
2. The University will broaden the coverage of this benefit to include the following categories not provided for in or prohibited by state law: (a) the child(ren) of a domestic partner, and (b) the child(ren) for whom the employee has legal guardianship or legal custody.
3. The University will extend the period during which Members may request enrollment for older adult children to a date no earlier than 30 calendar days after the University's official announcement of this benefit to Members.

Both parties agree that this MOU applies exclusively to benefits for calendar year 2011 and that this MOU in no way sets a precedent for future years. Further, both parties agree that Members will be responsible for any "imputed tax" or other taxes that may arise for Members who take advantage of this benefit. Finally, both parties understand that this special provision of coverage in state law in no way affects or changes the coverage of disabled adult children, who are currently included in the University's benefit plan.

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Henry Limouze, Associate Provost for
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Rudy Fichtenbaum, Chief Negotiator
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