Memorandum of Agreement
Between the Oregon Nurses' Association and Klamath County

Medical Contribution Amount

Whereas, the contract was signed and the parties agreed that the parties may mutually agree to change provisions of the contract; and

Whereas, Klamath County ("Employer") has changed health insurance providers effective July 1, 2014. The Federal Government enacted the Affordable Care Act (ACA). Under the ACA certain penalties can be imposed if Employer does not comply with the guidelines. Employer wishes to avoid non-compliance and on May 26, 2015 the Klamath County Board of Commissioners felt it was in the best interest of the County to agree amend the contract to increase the monthly Medical Contribution Amount effective July 1, 2015.

Now, therefore, section 10.1 of Article 10, Health, Welfare and Retirement, shall be changed to read as follows:

10.1 Health Benefits: The County shall provide health and medical insurance coverage comparable to the present coverage of Major Medical, or comparable plan, coverage for each eligible employee covered by this Agreement. The County will not duplicate premiums paid in the event an employee and his/her spouse are both employed and are eligible for coverage. In such event, monthly payments shall be paid only on behalf of one eligible employee, the other employee being designated as a dependent for health insurance. Effective July 1, 2013 the County will continue to pay, on behalf of each eligible employee, a premium payment for single or family coverage, whichever is applicable, of the Major Medical plan toward the premium of the health insurance plan up to a maximum of $785.00, whichever is less. Effective July 1, 2014 the County will contribute up to a maximum of $875.00 per month. Effective July 1, 2015 the County will contribute $925.00 toward the premium. If the total premium payment to be paid by the County on behalf of eligible employees exceeds the premium required for the coverage selected by the employee, the employee shall not be entitled to receive the difference under any circumstances, unless they have selected the High Deductible Health Plan option.

The term of this agreement shall be effective from July 1, 2015 until amended or through the Collective Bargaining Agreement.

FOR THE UNION:

Susan Bruce, Labor Relations Representative
Oregon Nurses Association (ONA)

Date: 6/3/15

FOR THE COUNTY:

Daneen M. Dail
Director of Human Resources

Date: 6/6/03/2015