

STIPULATED AGREEMENT

STATE OF CONNECTICUT
and
STATE EMPLOYEES BARGAINING AGENT COALITION

WHEREAS, Connecticut General Statutes §5-278(f) (1) requires that all negotiations concerning health and welfare benefits for state employees be conducted on a coalition basis; and

WHEREAS, the Office of Labor Relations of the State of Connecticut, (hereinafter referred to as "OLR"), and the State Employees Bargaining Agent Coalition (hereinafter referred to as "SEBAC") are the representatives of the State of Connecticut (hereinafter referred to as the "State") and the employees covered by a collective bargaining agreement on matters of health and welfare benefits; and

WHEREAS, the legislature of the State enacted PA 08-147 which was signed by Governor M. Jodi Rell; and

WHEREAS, PA 08-147 provides that employees could elect to cover certain of their dependents in their employer sponsored health care program under specific conditions.

NOW, THEREFORE, the State and SEBAC hereby agree as follows:

1. PA 08-147 is effective January 1, 2009 for the State plans.
2. Health and Pharmacy benefits presently available to State employees shall be governed by the provisions of PA 08-147 and considered as one insured plan solely for the purpose of PA 08-147.
3. Except as modified herein, the definition of child or children under the health and welfare plans remains unchanged.
4. Unmarried children of active and retired employees of the State are covered under the provisions of PA 08-147 based upon state insurance law.

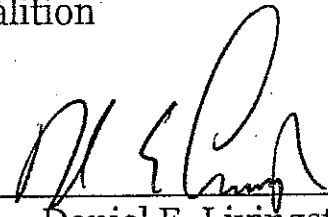
5. Unmarried children who are not full-time students age 19 to age 26 must be residents of the State to be eligible for coverage under the provisions of PA 08-147. Unmarried children who are full-time students age 19 to age 26 need not be residents of the State to be eligible for coverage.
6. The value of the benefit provided to individuals who do not satisfy the requirements as a "qualified child" or "qualified dependent" under the IRS dependent rules is included in the employee's W-2 earnings and taxed accordingly.
7. The value of such benefit will not be included as salary, base salary or used for any other purpose under the State Employees Retirement System or for the determination of any benefit provided as a result of state employment for employees who elect coverage pursuant to PA 08-147.

Executed this 23rd day of September, 2008.

State Employees Bargaining Agent
Coalition

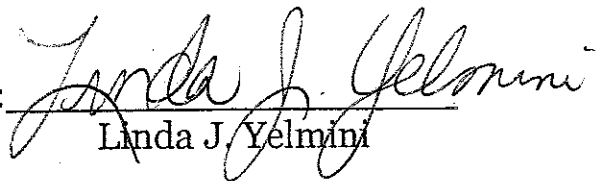
State of Connecticut

By:



Daniel E. Livingston

By:



Linda J. Yelmini