

**MEMORANDUM OF AGREEMENT**

**BY AND BETWEEN**

**THE TOWN OF HOLLISTON**

**AND**

**THE UNDERSIGNED COLLECTIVE BARGAINING UNITS**

WHEREAS, the Town of Holliston and the undersigned collective bargaining units (the "Unions") have entered into discussions concerning the Town's desire to offer High Deductible Health Plans (HDHP) through the West Suburban Health Group (WSHG); and

WHEREAS, the parties have reached a tentative Agreement on the following that is subject to ratification by each of the listed bargaining units and the Select Board; and

WHEREAS, if any party to this Agreement fails to ratify then the Agreement will be considered null and void, though nothing herein will prevent the Town from discussing this issue with any of its bargaining units in accordance with M.G.L. c.150E;

WHEREAS, both the Town and the Unions engaged in discussions in good faith that resulted in amicable agreement on the following terms;

NOW THEREFORE, the Town and the Unions agree to the following terms pursuant to M.G.L. c. 150E:

**High Deductible Plan Offering**

In addition to the West Suburban Health Group (WSHG) Benchmark plans, the Town will also offer High Deductible Health Plans with qualifying health savings accounts to all health benefit eligible employees effective July 1, 2021. The parties to this Agreement all agree that this Agreement "sunssets" on June 30, 2024, and that the Town has no further obligation to contribute to any HSA after the fiscal year 2024 contribution(s). Accordingly, if the Town continues to offer a High Deductible Health Plan(s) with an HSA after June 30, 2024 the Town will have no obligation to make any contribution to any HSA. The following explains the benefits that will be provided for eligible subscribers enrolled in a High Deductible Health Plan offered by the Town.

Monthly premium contributions shall be 60% by the Town and 40% by the plan subscriber.

***Year One: July 1, 2021-June 30, 2022***

The Town of Holliston will contribute the following to all employees enrolled into a High Deductible Health Plan with a qualifying health savings account.

1. A quarterly contribution to a health savings account as follows:

Individual Plan: \$250 per quarter  
Family Plan: \$500 per quarter

2. The contribution will be made at the end of the quarter into the health savings account.

***Year Two: July 1, 2022 – June 30, 2023***

The Town of Holliston will contribute the following to all employees enrolled into a High Deductible Health Plan with a qualifying health savings account.

1. A quarterly contribution to a health savings account as follows:

Individual Plan: \$250 per quarter  
Family Plan: \$500 per quarter

2. The contribution will be made at the end of the quarter into the health savings account.

***Year Three: July 1, 2023 to June 30, 2024***

The Town of Holliston will contribute the following to all employees enrolled into a High Deductible Health Plan with a qualifying health savings account.

1. A quarterly contribution to a health savings account as follows:

Individual Plan: \$250 per quarter  
Family Plan: \$500 per quarter

2. The contribution will be made at the end of the quarter into the health savings account.

**Special Provisions**

1. The Town will pay a one-year stipend, above the 50% reimbursement of annualized deductible, for certain enrollees. This one-year stipend will be paid to anyone that migrates from a Benchmark plan to a HDHP in the first year and will be paid in quarterly installments of \$150/individual plans or \$300/family plans.

2. After open enrollment for year 2 of the HDHPs, the Town will calculate 25% of the net savings and cut taxable checks to each enrollee on a prorated basis based on whether or not someone is enrolled in a family or individual plan.


3. Net savings will be calculated by determining what the Town would have paid for each bargaining unit enrollee who transferred from their benchmark plan to a HDHP and subtracting from that amount the one time/one year stipend and the HSA contributions made by the Town.
4. The Town will make those payments before December 1 of 2022. This will be a one-time only payment.
5. All new employees hired on or after July 1, 2021, will receive their health insurance savings contribution after completion of 90 calendar days. The contribution to the health savings account will be pro-rated based upon the number of days employed.
6. Employees who terminate employment with the Town of Holliston will have their contributions to the health savings account pro-rated based upon the number of days employed during the quarter.
7. This agreement will be terminated at 11:59 p.m. on June 30, 2024.

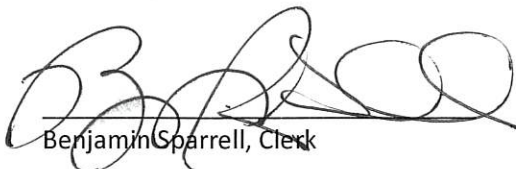
This agreement is approved on the 20 day of April, 2021.

TOWN OF HOLLISTON

By its Select Board

  
John Cronin, Chair

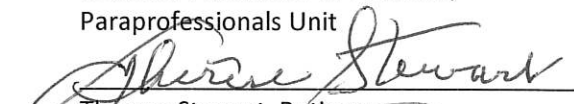
  
Tina Hein, Vice Chair

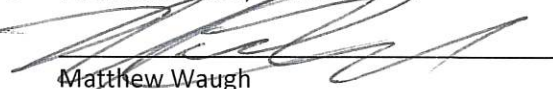
  
Benjamin Sparrell, Clerk

HOLLISTON PUBLIC EMPLOYEE COMMITTEE

\_\_\_\_\_  
Jaime Cutone  
Holliston Federation of Teachers

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Patricia Clark  
Holliston Federation of Teachers,  
Paraprofessionals Unit

  
Theresa Stewart, Retiree

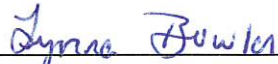
  
Matthew Waugh  
Holliston Police Association

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Deborah Holleran  
Holliston Schools Secretaries Association

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Margena Ropi  
Holliston Cafeteria Association

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Cheryl Lassey  
Holliston Educational Administrators' Unit

  
\_\_\_\_\_  
Lynne Bowler  
Holliston School Nurses Association

  
\_\_\_\_\_  
James Shepard  
Maintenance Technicians Unit

  
\_\_\_\_\_  
Gregory Morrissey  
Department of Public Works

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TOWN OF HOLLISTON

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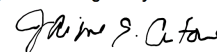
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HOLLISTON PUBLIC EMPLOYEE COMMITTEE

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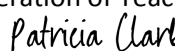


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Jaime Cutone

Holliston Federation of Teachers

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Patricia Clark

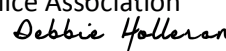
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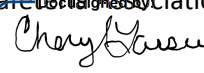
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Cheryl Lassey

Holliston Educational Administrators' Unit