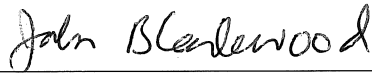


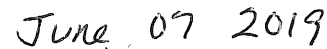
Memorandum of Understanding  
between  
Umpqua Community College (College)  
and  
Umpqua Faculty Association (Association)

The Association and College agree that Article XIX – Employee Benefits shall be amended in the CBA to include the following paragraph:

Effective July 1, 2019, for each employee who selects a plan with a Health Savings Account (HSA) option the College shall contribute any remaining premium contribution, after the monthly premium has been paid, into the employee's HSA account until it is no longer allowed by state law, statute, or OEBC rule.



John Blackwood  
President, Umpqua Faculty Association



Date



Debra Thatcher  
President, Umpqua Community College



Date