

MODEL MEMORANDUM OF UNDERSTANDING

WELLNESS PILOT PROGRAM

Disclaimer. This model language has been provide for discussion purposes only and is not intended to be relied upon by any party as legal advice. Model language may not be appropriate for every situation, and employers and unions should make their own determination with the assistance of legal counsel as to the suitability of model language for their purposes.

MEMORANDUM OF UNDERSTANDING

Section 1. Pilot Program. The Park Rapids Area School District ("District") desires to offer tools to assist to employees who voluntarily choose to participate in wellness programs ("Wellness Programs") pursuant to a pilot program (the "Pilot Program") that has been offered through the Northwest Service Cooperative Wellness Institute ("Wellness Institute"). Participation in Wellness Programs by employees is completely voluntary.

Section 2. Eligibility. Eligibility for Wellness Programs and tools given out under the Pilot Program is limited to employees who are enrolled in District-sponsored group health plans made available through Northwest Service Cooperative. The Pilot Program shall terminate with respect to any class of employees that ceases to participate in group health plan coverage made available through Northwest Service Cooperative.

Section 3. Program and Tools. The Wellness Program and tools to complete the Program made available through Northwest Service Cooperative may vary in design and amount during each year the Pilot Program is in effect. Programs and tools will be described in materials provided by the Wellness Institute and distributed to employees.

Section 4. Confidential Information. Individual information that employees provide on the health risk assessment or through biometric screening will not be shared with the District or the Wellness Institute. The District will receive information on who participated in wellness programs along with the tools to which they are entitled to assist in completing the programs.

Section 5. Temporary Program; Sunset Provisions. The Pilot Program will automatically terminate on December 31, 2017 unless renewed by the District. District is not required to bargain for renewal or extension of the Pilot Program and the exclusive representative agrees that expiration of the Pilot Program will not constitute a reduction of aggregate benefits.

Section 6. Entire Agreement. This is the full and complete agreement of the parties on this issue. There are no other oral or implied agreements.

Section 7. No Precedent. This agreement does not set any precedent for any future issue. It may be incorporated in a collective bargaining agreement but does not authorize opening a collective bargaining agreement for any issue not described herein.