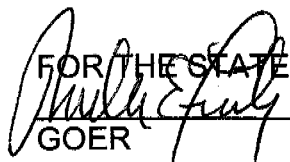


MEMORANDUM OF UNDERSTANDING
between
THE STATE OF NEW YORK
and
COUNCIL 82

This Memorandum of Understanding is entered into by the State of New York (hereinafter "the State") and Council 82 representing employees in the Security Supervisors Unit (SSU).

As a result of the Council 82 (SSU) Interest Arbitration Award for the period April 1, 2003 to March 31, 2005, the parties hereby agree to the following clarifications regarding the portion of the Award that addresses Health Insurance benefits:

1. Although the Health Insurance modifications contained in the Award specify an effective date of March 31, 2005, retroactive implementation will not be applied to any of the Health Insurance proposals unless otherwise noted.
 - a. The State will not authorize the Empire Plan carriers to collect additional copayment amounts or otherwise seek payment from enrollees for benefits that were modified March 31, 2005 as a result of the Award.
 - b. Council 82(SSU) represented employees will not seek additional reimbursement or coverage for benefits that were modified March 31, 2005 as a result of the Award.
 - c. The modification to the Vision Care Plan that will provide coverage for Laser Vision Correction Services to employees through a network of participating providers will be implemented no later than April 1, 2007. There will be no benefits provided retroactively.
 - d. The modification to the Vision Care Plan that will provide Spouses/Domestic Partners and dependent children employee-pay-all discounted Laser Vision Correction services through a network of participating providers will be implemented no later than April 1, 2007. There will be no benefits provided retroactively.
2. The Health Insurance modifications contained in the Award will be implemented on January 1, 2007 with the following exception:
 - Effective on the date of the Award, The Empire Plan Centers of Excellence will expand to include Cancer Resource Services.

FOR THE STATE

GOER
Date 10/24/06

FOR COUNCIL 82

Council 82 (SSU)
Date 12/27/06