

**Health Reimbursement
Arrangement (HRA) Plan Amendment
Amendment No. 3, August 2007**

Pursuant to Article XV, Section 15.3, of the Minnesota State Colleges and Universities Health Reimbursement Arrangement Plan Document, the Plan Administrator (the Department of Employee Relations) and the Employer (the Minnesota State Colleges and Universities, hereinafter the "System") hereby agree to the modify the HRA Plan that was adopted by the same effective January 1, 2005 (hereinafter the "Plan"), as set forth below. These amendments are effective on September 30, 2007.

Article III, Section 3.1 of the Plan is modified as follows:

3.1 Eligibility to Participate

An individual is eligible to participate in this Plan if on ~~November 1~~ January 1 of the ~~calendar year immediately preceding the current Plan Year~~, or such other date as determined by the Employer, the individual satisfies the definition of an Employee in this Plan and the eligibility conditions for the Minnesota Advantage Health Plan, the provisions of which are specifically incorporated herein by reference, and satisfies one of the following criteria:

- is eligible for full or partial employer paid health insurance under the applicable collective bargaining agreement or compensation plan on the first business day of the Plan Year; or
- on the first day of the Plan Year is on USERRA qualifying leave from a position that has not self-terminated and which at the time the USERRA qualifying leave commenced was eligible for full or partial employer paid health insurance under the applicable collective bargaining agreement or compensation plan

Once the Employer has determined that an Employee has met the Plan's eligibility requirements, the Employee's coverage will be effective retroactive to the first day of the Plan Year.

MINNESOTA STATE COLLEGES AND UNIVERSITIES

By: William Deluca
Its Vice Chancellor for Human Resources

STATE OF MINNESOTA, DEPARTMENT OF EMPLOYEE RELATIONS

By: [Signature]
Its Commissioner