

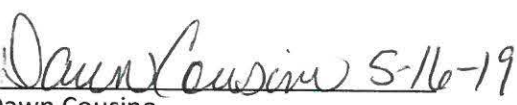
**Health Care Agreement by and between
Lansing Community College (LCC),
and
Lansing Community College Health Care Task Force Labor Coalition**

April 25, 2019

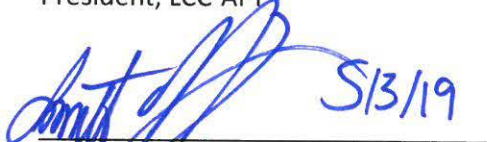
1. Maintain all current plans offered by WMHIP as specified below: (see the attached premium rates for calendar year 2020):
 - a. For Full-time Employees
 1. Blue Cross PPO Select \$500/\$1000 Deductible Plan
 2. PPO Versatile \$250/\$500 Deductible Plan with 90/10 Co-insurance
 3. Blue Cross Flexible Blue High Deductible Plan \$1350/\$2700
 4. PPO3 Versatile \$1000/\$2000 Deductible Plan with 80/20 Co-insurance
 5. WMHIP Essential HDHP \$3000/\$6000 with 80/20 Co-Insurance
 - b. For Part-time Grandfathered Employees :
 1. PPO Versatile \$250/\$500 Deductible Plan with 90/10 Co-insurance
 2. Blue Cross Flexible Blue 2 High Deductible Plan \$1350/\$2700
 3. WMHIP Essential HDHP \$3000/\$6000 with 80/20 Co-Insurance
 - c. For Part-time ACA Eligible Employees:
 1. PPO Versatile \$250/\$500 Deductible Plan
 2. Blue Cross Flexible Blue 2 High Deductible Plan \$1350/\$2700
 3. WMHIP Essential HDHP \$3000/\$6000 with 80/20 Co-Insurance
2. This agreement is subject to ratification by the Board of Trustees and each bargaining unit, independently, by no later than June 17, 2019. The resultant changes for each bargaining unit will be implemented effective January 1, 2020.
3. Part-time employees covered under ACA shall receive a minimum of \$510 per month premium contribution towards the employees' premiums in a College sponsored plan. LCC may unilaterally increase this amount to avoid penalties under applicable laws or regulations.
4. Maintain the grandfather part-time pool.
5. The College contribution toward annualized premium rates will be limited by the PA270 hard cap limits.
6. This agreement will be in effect until December 31, 2021.
7. We will schedule quarterly meetings the first week of January, April, July and October, and additional meetings, as deemed mutually beneficial.


8. Meetings to focus on improving dental and vision benefits will be scheduled following ratification of this agreement.
9. Any party may re-open this agreement to consider Carrier and/or plan design alternatives by serving written notice upon the designated representatives of all other parties and the Executive Director of Human Resources within 30 days of receipt of new annual rates from the applicable carriers.
10. The HR Benefits designee shall provide contact information of the applicable carrier to employees for the purposes of addressing health issues/concerns.


Signatures:


 Dawn Cousino
 President, LCC-AFT



 Eva Menefee
 President, LCC-MAHE


 Garrett Marushia - Laurain
 President, LCC-ESP


 Jeff Wilson
 President, LCC-PTCTU


 Kevin Slider
 President, LCC-FMA


 Ann Kroneman
 Executive Director of Human Resources


 Kevin Endres
 President, LCC-CCLP


 James Mitchell
 Director of Labor Relations & OD


 Gezelle Oliver
 MEA Uniserv Director

Healthcare Employee Share of Premium Rates - Calendar Year 2020

Full Time:

2020 Full-Time Employee **Monthly** Shares of Premiums-

	PPO Select	Versatile	Flex Blue	PPO 3	Essential
Single	\$220.99	\$153.65	\$101.40	\$65.79	\$-
2 Person	\$565.51	\$398.54	\$277.89	\$208.19	\$44.39
Family	\$703.76	\$495.96	\$345.79	\$259.06	\$55.24

Part-Time ACA:

2020 Part-Time ACA Employee **Monthly** Shares of Premiums-

	Versatile	Flex Blue	Essential
Single	\$211.39	\$159.15	\$56.29
2 Person	\$1,113.72	\$996.17	\$764.71
Family	\$1,510.77	\$1,364.30	\$1,076.30

Part-Time Grandfathered Subsidized:

2020 Part-Time Grandfathered Subsidized Employee **Monthly** Shares of Premiums-

	Versatile	Flex Blue	Essential
Single	\$373.31	\$321.07	\$218.21
2 Person	\$841.32	\$723.77	\$492.31
Family	\$1,045.78	\$899.30	\$611.30

Part-Time Grandfathered UnSubsidized:

2020 Part-Time Grandfathered UnSubsidized (Full Premium) Employee **Monthly** Shares of Premiums-

	Versatile	Flex Blue	Essential
Single	\$721.88	\$669.64	\$566.78
2 Person	\$ 1,624.21	\$ 1,506.66	\$ 1,275.20
Family	\$ 2,021.26	\$ 1,874.79	\$ 1,586.79