

Healthcare Task Force  
LCC Proposal #3  
June 14, 2016

1. This agreement is effective beginning August 1, 2016 or as soon thereafter as administratively possible. Administrative issues which affect the effective date may include but are not limited to:
  - a. ~~Ratification by bargaining units and Board of Trustees~~
  - ~~b. Notification and approval by MESSA for cancellation of current coverage~~
  - ~~c. Ratification by bargaining units and Board of Trustees~~
  - c. Open enrollment for plan elections
2. Full Time Employees may enroll in the following coverage:
  - a. WMHIP Blue Cross PPO Select 4
  - b. WMHIP Blue Cross PPO Versatile
  - c. WMHIP Blue Cross Flexible Blue 2
3. Eligible Part Time Employees may enroll in the following coverage:
  - a. For the period through December 31, 2016:
    - 1) WMHIP Blue Cross PPO Versatile
    - 2) WMHIP Blue Cross Flexible Blue 2
  - b. For the period beginning January 1, 2017:
    - ~~1) WMHIP Blue Cross PPO Versatile~~
    - 1) WMHIP Blue Cross Flexible Blue 2
    - ~~2) For members that pay the additional difference in premium between Flexible Blue 2 and PPO~~
4. Beginning July 1, 2016 through December 31, 2016, for Full Time Employees, the College contribution toward annualized premium rates will be limited by the 2016 PA270 hard cap limits.
5. Beginning January 1, 2017, for Full Time Employees, the College contribution toward annualized premium rates will be limited by the PA270 hard cap limits in effect each January 1.
6. For Part Time Employees who were covered under the previous healthcare agreement as of June 30, 2016 as a 'Grandfathered PT Employee', the College will pay the following toward monthly insurance premiums beginning July 1, 2016:
  - a. For Single Person Coverage: \$324.65
  - b. For Two-Person Coverage: \$729.17
  - c. For Family Coverage: \$908.54
7. For Part Time Employees who were covered under the previous healthcare agreement as of June 30, 2016 as a 'Grandfathered PT Employee', the College will increase the amount paid toward monthly insurance premiums by the same percentage amount as applied to the annualized PA270 hard cap limit beginning each January 1.
8. The College will continue to comply with all State and Federal Laws as applicable to Health Insurance Coverage, including the Patient Protection and Affordable Care Act.
9. This agreement will be in effect until December 31, 2016.
10. Any party may re-open this agreement to consider ~~alternative~~ 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 WMHIP. ~~This agreement shall remain in effect until the parties serve~~  
~~written notice to terminate.~~

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A.S. 6/14/16

Qm 6/14/16

SP 6/14/16

E. Edlynn 6/14/16

Johni

MS 6/14/16

Ed 6-14-16

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Brad White

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6/14/16

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 E.E. Lynn 6/14/16  
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 David Kullback

**Table of Rates for the Period through December 31, 2016**

**a. FT Employees - WMHIP:**

WMHIP Blue Cross PPO Select \$500/\$1000 Deductible Plan

Coverage	Full Monthly Premium	Employee Share of Monthly Premium	Employee Per Pay Period
Single	\$ 690.93	\$ 179.09	\$ 89.54
Two Person	\$ 1,554.56	\$ 455.86	\$ 227.93
Family	\$ 1,934.59	\$ 567.30	\$ 283.65

Fees with Expired Berg Contracts

Employee Share of Monthly Premium	Employee Per Pay Period Deduction
\$ 191.57	\$ 95.79
\$ 482.66	\$ 241.33
\$ 600.65	\$ 300.32

WMHIP PPO Versatile \$250/\$500 Deductible Plan

Coverage	Full Monthly Premium	Employee Share of Monthly Premium	Employee Per Pay Period
Single	\$ 631.98	\$ 120.14	\$ 60.07
Two Person	\$ 1,421.92	\$ 323.22	\$ 161.61
Family	\$ 1,769.52	\$ 402.23	\$ 201.12

Employee Share of Monthly Premium	Employee Per Pay Period Deduction
\$ 132.62	\$ 66.31
\$ 350.02	\$ 175.01
\$ 435.58	\$ 217.79

WMHIP Blue Cross Flexible Blue 2 High Deductible Health Plan

Coverage	Full Monthly Premium	Employee Share of Monthly Premium	Employee Per Pay Period
Single	\$ 586.24	\$ 74.40	\$ 37.20
Two Person	\$ 1,319.01	\$ 212.60	\$ 106.30
Family	\$ 1,641.29	\$ 264.55	\$ 132.27

Employee Share of Monthly Premium	Employee Per Pay Period Deduction
\$ 86.88	\$ 43.44
\$ 239.59	\$ 119.79
\$ 298.13	\$ 149.06

**b. PT Employees - WMHIP:**

Grandfathered Part Time Employees (eligible under previous healthcare agreement)  
 WMHIP PPO Versatile \$250/\$500 Deductible Plan

Coverage	Full Monthly Premium	Employee Share of Monthly Premium	Employee Share of Monthly Premium (grandfathered with subsidy)	With Subsidy Per Pay	Employee Share of Monthly Premium (grandfathered without subsidy)	Without Subsidy Per Pay
Single	\$ 631.94	\$ 324.65	\$ 307.33	\$ 153.67	\$ 631.98	\$ 315.99
Two Person	\$ 1,421.92	\$ 729.17	\$ 692.75	\$ 346.37	\$ 1,421.92	\$ 710.96
Family	\$ 1,769.52	\$ 908.54	\$ 860.98	\$ 430.49	\$ 1,769.52	\$ 884.76

With Subsidy Without Contract Per Month	With Subsidy Without Contract Per Pay
\$ 315.25	\$ 157.63
\$ 710.53	\$ 355.27
\$ 883.14	\$ 441.57

WMHIP Blue Cross Flexible Blue 2 High Deductible Health Plan

Coverage	Full Monthly Premium	Employee Share of Monthly Premium	Employee Share of Monthly Premium (grandfathered with subsidy)	With Subsidy Per Pay	Employee Share of Monthly Premium (grandfathered without subsidy)	Without Subsidy Per Pay
Single	\$ 586.24	\$ 324.65	\$ 261.59	\$ 130.80	\$ 586.24	\$ 293.12
Two Person	\$ 1,319.01	\$ 729.17	\$ 589.84	\$ 294.92	\$ 1,319.01	\$ 659.51
Family	\$ 1,641.29	\$ 908.54	\$ 732.75	\$ 366.38	\$ 1,641.29	\$ 820.65

With Subsidy Without Contract Per Pay	With Subsidy Without Contract Per Pay
\$ 269.51	\$ 134.76
\$ 607.62	\$ 303.81
\$ 754.91	\$ 377.46

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Part Time Employees (available to part time employees working 75% of FT workload)  
 WMHIP PPO Versatile \$250/\$500 Deductible Plan

Coverage	Full Monthly Premium	Employee Share of Monthly Premium	Employee Per Pay Period Deduction
Single	\$ 631.98	\$ 305.74	\$ 152.87
Two Person	\$ 1,421.92	\$ 1,095.68	\$ 547.84
Family	\$ 1,769.52	\$ 1,443.28	\$ 721.64

WMHIP Blue Cross Flexible Blue 2 High Deductible Health Plan

Coverage	Full Monthly Premium	Employee Share of Monthly Premium	Employee Per Pay Period Deduction
Single	\$ 586.24	\$ 260.00	\$ 130.00
Two Person	\$ 1,319.01	\$ 992.77	\$ 496.39
Family	\$ 1,641.29	\$ 1,315.05	\$ 657.53

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


July 27, 2016

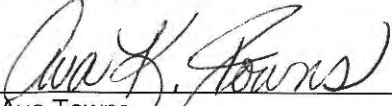
The parties recognize that as part of the Tentative Agreement (TA) reached on June 14, 2016 with the Health Care Task Force Labor Coalition that each local had the opportunity to remain with the current Blue Cross Blue Shield (BCBS) health care plan administered by MESSA or switch to a similar BCBS Plan administered by another insurance agency, WMHIP. Since not all locals approved the TA the following is clarification of the impact of the respective ratification results:

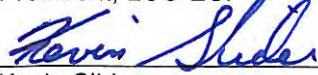
1. The parties acknowledge that members of the Lansing Community College Administrative Association/ AFT Michigan, AFT, AFL-CIO; Lansing Community College Association of Education Support Personnel, MEA/NEA and Lansing Community College-Capitol City Lodge FOP ratified the tentative Health Care Agreement between LCC and the LCC Health Care Task Force Labor Coalition dated June 14, 2016. Accordingly the parties agree that the terms of that document will apply to members of these bargaining units until December 31, 2019, unless earlier amended by agreement of LCC and a majority of the LCC bargaining units that ratified the June 14, 2016 agreement. These employees cannot elect coverage by the BCBS Plan administered by MESSA.

2. The parties acknowledge that members of Lansing Community College Facilities Maintenance Association, MEA/NEA; Lansing Community College Chapter of the Michigan Association for Higher Education at Lansing Community College, MEA/NEA and Lansing Community College Part-Time Clerical Technical Union, MEA/NEA declined to ratify the tentative Health Care Agreement between LCC and the LCC Health Care Task Force Labor Coalition dated June 14, 2016, rejecting the offer to switch to the BCBS Plan administered by WMHIP. Accordingly, the parties agree that the terms of the ratified May 27, 2015 document remains in effect covering the members of these bargaining units, except that these employees cannot elect coverage by the BCBS Plan administered by WMHIP.


Signatures:

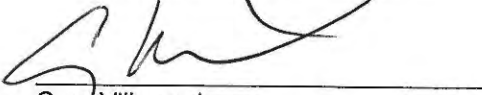
  
Dawn Cousino  
President, LCC-AFT

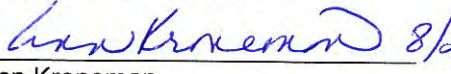
  
Ava Towns  
President, LCC-ESP

  
Kevin Slider  
President, LCC-FMA

  
Steve Blake  
LCC Capital City Lodge – FOP

 7-28-16  
Sally Pierce  
President, LCC-MAHE

  
Cruz Villarreal  
President, LCC-PTCTU

 8/2/16  
Ann Kroneman  
Executive Director of Human Resources

 7/27/16  
James Mitchell  
Human Resources Director