

Health Care Agreement by and between Lansing Community College (LCC) and
Lansing Community College Health Care Task Force Labor Coalition
November 18, 2020

1. Maintain all current plans offered by WMHIP as specified below (see the attached premium rates for calendar year 2021):
 - a. For Full-time Employees
 - i. Blue Cross PPO Select \$500/\$1000 Deductible Plan
 - ii. PPO Versatile \$250/\$500 Deductible Plan with 90/10 Co-insurance
 - iii. Blue Cross Flexible Blue High Deductible Plan \$1400/\$2800
 - iv. PP03 Versatile \$1000/\$2000 Deductible Plan with 80/20 Co-insurance
 - v. WMHIP Essential HDHP \$3000/\$6000 with 80/20 Co-insurance
 - b. For Part-time Grandfathered Employees :
 - i. PPO Versatile \$250/\$500 Deductible Plan with 90/10 Co-insurance
 - ii. Blue Cross Flexible Blue 2 High Deductible Plan \$1400/\$2800
 - iii. WMHIP Essential HDHP \$3000/\$6000 with 80/20 Co-insurance
 - c. For Part-time ACA Eligible Employees:
 - i. PPO Versatile \$250/\$500 Deductible Plan
 - ii. Blue Cross Flexible Blue 2 High Deductible Plan \$1400/\$2800
 - iii. 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 November 30, 2020. The resultant changes for each bargaining unit will be implemented effective January 1, 2021.
3. Part-time employees covered under ACA shall receive a minimum of \$527 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. Coverage for employees who have continued enrollment as grandfathered under previous healthcare agreements shall be maintained.
5. For the length of this agreement, the College will maintain ACA eligibility for employees identified as eligible and enrolled for coverage in calendar year 2020 but no longer eligible for coverage due to workload issues relative to the COVID-19 pandemic. In the event the ACA is rendered legally- or effectively-void during this agreement, those affected employees will fall under the grandfather clauses of this agreement.
6. The College contribution toward annualized premium rates will be limited by the PA270 hard cap limits.

7. Quarterly meetings will be scheduled the first week of January, April, July, and October, and additional meetings will be scheduled as deemed mutually beneficial.
8. 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.
9. The HR Benefits designee shall provide contact information of the applicable carrier to employees for the purposes of addressing health issues/concerns.
10. This agreement will be in effect until December 31, 2023.

Signatures:

<i>James Mitchell</i>	12/22/2020
James Mitchell	Date
Executive Director, Human Resources	

<i>Mary Stroebel</i>	12/22/2020
Mary Stroebel	Date
Director, Total Compensation, Employment, & Systems	

<i>Lori Willett</i>	11.18.2020
Lori Willett	Date
Director, Labor Relations & Organizational Development	

	11/18/2020
Garrett Marushia-Laurain	Date
President, ESP	

<i>Kevin Slider</i>	12/4/2020
Kevin Slider	Date
President, FMA	

Dawn Cousino

Dawn Cousino
President, AFT

12/4/2020

Date

Eva Menefee

Eva Menefee
President, MAHE

12/22/2020

Date

Jeffrey Wilson

Jeffrey Wilson
President, PTCTU

12/04/2020

Date

Chad Beckett

Chad Beckett
President, CCLP

12/04/20

Date