

**MEMORANDUM OF UNDERSTANDING**

**MODIFICATIONS TO HEALTH BENEFIT PROVIDER FOR A PREFERRED PROVIDER PLAN**

**February 21, 2019**

The Citrus Community College District (“District”) and the Citrus College Faculty Association (“CCFA”) and the California School Employees Association and its Chapter 101 (“CSEA”) hereby agree to the following:

During the spring 2018 semester, the District’s Insurance Committee, comprised of members from the CCFA, CSEA, Managers, and Supervisors/Confidential, met to review the current health benefit plan and made specific recommendations to the respective bargaining units. The recommendations include, in relevant part, to switch the current Blue Shield PPO to an Anthem Blue Cross PPO without any overall decrease in the level of benefits. The recommendations of the Committee were forwarded to CCFA and CSEA for negotiations with the District.

The parties have met and negotiated concerning the recommendations from the Insurance Committee and agree as follows:

Effective on or after April 1, 2019 the District will discontinue the Blue Shield PPO and enter into an agreement with Anthem Blue Cross for a PPO that has been determined to be comparable to the level of coverage provided under the Blue Shield PPO. A period of time will be established to allow individuals who no longer desire to enroll in a PPO to change their health coverage to the Kaiser HMO or to decline health benefits if evidence of duplicate coverage is provided.

Entering into the agreement described above is pursuant to the relevant articles of the Collective Bargaining Agreements of CCFA and CSEA, namely:

From CCFA Agreement Article 10.1.1: “Any change of provider or level of coverage for medical, dental, or vision insurance will be brought, upon recommendation of the District’s Insurance Committee to the Association for approval by its members.”

From CSEA Article 11.1 (C): Any change of provider or level of coverage for medical, dental, or vision insurance shall be brought, upon recommendation of the District Insurance Committee, to CSEA for approval by its unit members.

All provisions of the health benefit article in the respective collective bargaining agreements remain unchanged.

The benefit committee will continue to meet as necessary during the term of the respective collective bargaining agreements and may forward recommendations to the CCFA and CSEA concerning health benefits for discussion in the negotiations for a successor contract.

Ratified: \_\_\_\_\_

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For the District

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For the CCFA

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For the CSEA