

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

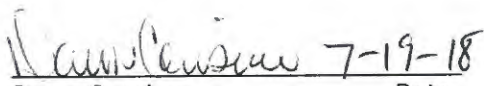
**July 11, 2018**

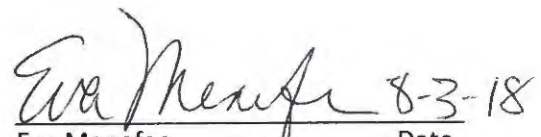
1. Maintain all current plans offered by WMHIP and offer additional plans, as specified below: (see the attached illustrations):
  - a. For Full-time Employees
    1. Blue Cross PPO Select \$500/\$1000 Deductible Plan (current)
    2. PPO Versatile \$250/\$500 Deductible Plan with 90/10 Co-insurance (current)
    3. Blue Cross Flexible Blue High Deductible Plan \$1300/\$2600 (current)
    4. Flexible Blue \$3,000/\$6,000 Deductible Plan with 80/20 Co-Insurance (additional)
    5. PPO Versatile \$1000/\$2000 Deductible Plan with 80/20 Co-insurance (additional)
  - b. For Part-time Grandfathered Employees :
    1. PPO Versatile \$250/\$500 Deductible Plan with 90/10 Co-insurance (current)
    2. Blue Cross Flexible Blue 2 High Deductible Plan \$1300/\$2600 (current)
    3. Blue Cross Flexible Blue 2 High Deductible Plan \$3000/\$6000 (additional)
  - c. For Part-time ACA Eligible Employees:
    1. PPO Versatile \$250/\$500 Deductible Plan (current)
    2. Blue Cross Flexible Blue 2 High Deductible Plan \$1300/\$2600 (current)
    3. WMHIP Flexible Blue \$3000/\$6000 with 80/20 Co-Insurance (additional)
2. This agreement is subject to ratification by the Board of Trustees and each bargaining unit, independently, by no later than August 31, 2017. The resultant changes for each bargaining unit will be implemented as soon as administratively possible after ratification by the bargaining unit and the Board of Trustees. If applicable, after timely ratification BCBSM will transfer the deductible that has been accumulated year to date within MESSA plans to WMHIP plans, consistent with the BCBSM transfer process.
3. Part-time employees covered under ACA shall receive a minimum of \$475 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, 2019.
7. We will schedule quarterly meetings the first week of January, April, July and October.
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.


Signatures:

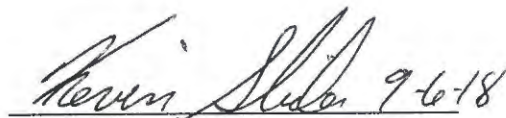
Health Care Task Force

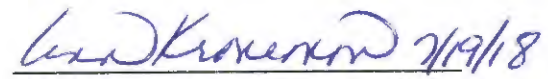
  
 Dawn Cousino 7-19-18  
 Date  
 President, LCC-AFT


  
 Eva Menefee 8-3-18  
 Date  
 President, LCC-MAHE

  
 Ava Towns 8/27/18  
 Date  
 President, LCC-ESP

  
 Jeff Wilson 8-27-18  
 Date  
 President, LCC-PTCTU

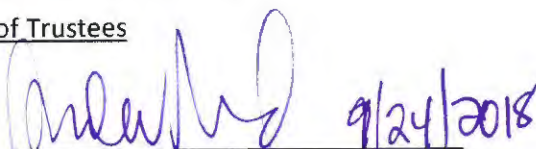
  
 Kevin Slider 9-6-18  
 Date  
 President, LCC-FMA

  
 Ann Kroneman 7/19/18  
 Date  
 Executive Director of Human Resources

  
 Ruben Maldonado 7-11-18  
 Date  
 LCC Capital City Lodge

  
 James Mitchell 7/11/18  
 Date  
 Director of Labor Relations & OD

Board of Trustees

  
 Andrew Abood 9/24/2018  
 Date  
 Chairman

  
 Angela L. Matthews 9-24-18  
 Date  
 Secretary