

MEMORANDUM OF UNDERSTANDING
BETWEEN THE CERRITOS COMMUNITY COLLEGE DISTRICT AND THE CERRITOS COLLEGE
FACULTY FEDERATION (Local 6215, CFT/AFT, AFL-CO)

Article 10.8 Early Retiree Benefit Program

(This MOU is contingent upon agreement of MOU on Article 10.9 Retirement Contributions)

The parties agree to this Memorandum of Understanding (MOU) regarding Article 10.8 Early Retiree Benefit Program of the 2018-2021 CBA related to maximum District contribution towards the medical plan. This MOU is applicable beginning Spring 2020 and thereafter.

Article 10.8 states that the District agrees to contribute \$15,000 per fiscal year towards the District's CalPERS medical plan for eligible Early Retiree Benefit Program employees. This Article also states that the retiree is not eligible to receive Retiree Health Benefits (Article 10.9) while participating in this Early Retiree Benefit Program.

CalPERS indicated that contributions towards medical plan premiums cannot differ unless the contributions are tied to years of service.

AGREEMENT

If retiree qualifies for and selects coverage under CalPERS medical:

- The parties agree that the District will provide a maximum contribution of \$11,400 per fiscal year to a Health Reimbursement Account, administered by MidAmerica, to eligible full-time faculty members participating in the Early Retiree Benefit Program.
- If MidAmerica were not to offer the Health Reimbursement Account in the future, both parties agree to seek a similar option with another provider.
- Entitlement to retiree benefits under this Early Retiree Benefit Program shall end when the retiree turns 65 years of age.
- After the retiree turns 65 years of age, any balances left in the Health Reimbursement Account will be administered by and according with MidAmerica guidelines.
- A retiree will be eligible to receive Retiree Health Benefits (Article 10.9) while participating in this Early Retiree Benefit Program if he/she meets the provisions set forth in the attached Article 10.9 Retirement Contributions MOU dated March 30, 2020.

If retiree DOES NOT select coverage under CalPERS medical:

- The parties agree that the District will provide a maximum contribution of \$15,000 per fiscal year to a Health Reimbursement Account, administered by MidAmerica, to eligible full-time faculty members participating in the Early Retiree Benefit Program.
- If MidAmerica were not to offer the Health Reimbursement Account in the future, both parties agree to seek a similar option with another provider.
- Entitlement to retiree benefits under this Early Retiree Benefit Program shall end when the retiree turns 65 years of age.
- After the retiree turns 65 years of age, any balances left in the Health Reimbursement Account will be administered by and according with MidAmerica guidelines.
- A retiree will NOT be eligible to receive Retiree Health Benefits (Article 10.9) while participating in this Early Retiree Benefit Program.

The undersigned parties represent that they have read and understand the terms of this memorandum of understanding and that they are authorized to execute it.

For the District:

 Dr. Adriana Flores-Church
 Vice President of Human Resources
 Date: 4/20/20

For CCFF

 Jay Elarcosa
 Chief Negotiations Officer/Co-President
 Date: 20 April 2020

 Dr. Bobbi-Lee Smart
 CCFF Co-President
 Date: _____

Revised: 3/30/30 @ 6:52 pm