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**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE CERRITOS COMMUNITY COLLEGE DISTRICT AND THE  
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS CHAPTER 161**

**DECEMBER 20, 2021**

**ARTICLE 6: HEALTH AND WELFARE BENEFITS**

This Memorandum of Understanding (MOU) between the Cerritos Community College District and the California School Employees Association (CSEA) and its Chapter 161, is expressly made pursuant to the Educational Employment Relations Act. This MOU is intended to address the extension of Article 6 concerning the health and welfare benefits for 2022.

**WHEREAS**, District and CSEA are parties to a collective bargaining agreement which expired on June 30, 2021; and

**WHEREAS**, the parties sunshined their initial proposal and are starting negotiations on December 20, 2021 towards a new 2021-2024 collective bargaining agreement, and

**WHEREAS**, new CalPERS medical rates become effective January 1, 2022.

**THEREFORE**, the parties agree as follows:

1. The District agrees to extend the provisions of Article 6 in the 2018-2021 collective bargaining agreement for the 2022 calendar year.
2. The District agrees that it will pay any cost in excess of the District maximum contribution (\$23,500) for the medical plan chosen by the eligible Classified members through December 31, 2022.
3. The District agrees that it will reimburse unit members for any payroll deductions incurred for 2022 health benefit premiums in excess of the District maximum contribution (\$23,500) for the medical plan chosen by the eligible Classified members.

This MOU shall expire in full without precedent on December 31, 2022, unless shortened or revised by mutual written agreement of the parties.

This Agreement is non-precedential, will not bind the parties in any future action, whether under similar circumstances or not, and cannot be introduced in any grievance, arbitration, complaint, administrative or legal proceeding as evidence of past practice or intent of the parties or meaning or application of the collective bargaining agreement.


Signed and entered into this 20<sup>th</sup> day of December 2021, in the State of California.

FOR THE DISTRICT

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Adriana Flores-Church (Dec 21, 2021 13:05 PST)  
Dr. Adriana Flores-Church  
Vice President, Human Resources

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Joshua Taylor  
Attorney for the District

FOR THE ASSOCIATION


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Erik Duane (Dec 20, 2021 17:47 PST)  
Erik Duane  
CSEA Lead Negotiator

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Irlanda Lopez (Dec 21, 2021 11:39 PST)  
Irlanda Lopez  
CSEA President

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Jerome Wilson (Dec 21, 2021 12:35 PST)  
Jerome Wilson, LRR  
CSEA Representative