

**Memorandum of Understanding
Between
Coast Community College District and
Coast Federation of Educators/American Federation of Teachers, Local 1911**

August 23, 2018

The following Memorandum of Understanding entered into by and between the Coast Community College District ("District") and the Coast Federation of Educators/American Federation of Teachers ("CFE/AFT"), is expressly made pursuant to the Education Employment Relations Act and the current Collective Bargaining Agreement ("Agreement").

ARTICLE XX. EMPLOYEE AND DEPENDENT BENEFITS COVERAGE

The parties agree that the following language shall be added to Article XX, Section 20.6.c.1.d of the 2018-2020 Agreement:

Section 20.6.c.1.d: For employees who retire on or after July 1, 2019, and are age 65 or older, and whose spouse or allowable dependent is younger than the retiree, the spouse or allowable dependent must enroll in the same plan family as the retiree (e.g. the District's United Health Care HMO or Kaiser HMO plan) in order to remain eligible for the continuation of benefits. Upon reaching age 65, the spouse or eligible dependent must enroll in the same plan as the retiree {e.g. United Health Care Medicare Advantage PPO or Kaiser Senior Advantage HMO) and all available Medicare related programs as required by the District in order to remain eligible for the continuation of benefits.

For employees who retire on or after July 1, 2019, and are age 65 or older, and whose spouse or allowable dependent is younger than the retiree and living out of state, that spouse or allowable dependent shall be permitted to enroll in/remain on the District self-funded Delta Health Systems PPO, until such time as the spouse or allowable dependent reaches age 65, at which time the spouse or allowable dependent must enroll in the same plan as the retiree (United Health Care Medicare Advantage PPO) and all available Medicare related programs as required by the District in order to remain eligible for the continuation of benefits.


Rob Schneiderman, Chief Negotiator/Date 8/23/18


Dr. Marco Baeza, CCCD Chief Negotiator/Date 8/23/18


Mary L. Hornbuckle, Board President/Date 9/5/18