MEMORANDUM OF UNDERSTANDING
between
GRAND RAPIDS COMMUNITY COLLEGE
and the
GRAND RAPIDS COMMUNITY COLLEGE
EDUCATIONAL SUPPORT PROFESSIONALS

November, 2013

Grand Rapids Community College and Grand Rapids Community College Educational Support Professionals (ESP) mutually agree to add the MESSA ABC plan (HSA) as an insurance plan option effective January 1, 2014.

Existing Language:

Section 2 Entitlement

The College shall offer each full-time employee (32.5 hours per week) Hospital/Medical Insurance.

A. MESSA Choices II insurance. This also includes $10/$20 prescription drug coverage and no deductible.

B. Priority Health HMO

1. MESSA Plan restrictions prohibit employee groups from offering alternate plans to members
2. All employees covered by Priority Health HMO as of July 1, 2011 may continue their Priority Health coverage.
3. New employees will be offered MESSA Choices II as their insurance provider.

New Language:

Health Insurance: The College shall offer each full-time employee (32.5 hours per week) Hospital/Medical Insurance. Health care options are as follows:

A. MESSA Choices II insurance. This also includes $10/$20 prescription drug coverage and no deductible.

B. MESSA ABC (HSA)
   a. In Network Deductible – Single $1,250/Double $2,500
   b. Out of Network Deductible - Single $2,500/ Double $5000
   c. Prescription Coverage – When the deductible is met, the employee will move to ABC Saver Rx coverage which is a $2/$10/$20/$40 drug coverage.

C. Priority Health HMO

1. MESSA Plan restrictions prohibit employee groups from offering alternate plans to members
2. All employees covered by Priority Health HMO as of July 1, 2011 may continue their Priority Health coverage.

3. New employees will be offered MESSA Choices II or MESSA ABC (HSA) as their insurance options.

Debra D. Gray
GRCC ESP President
1-11-13
date

Calman Sanders
GRCC Labor Relations
11-8-13
date