

MEMO OF UNDERSTANDING between
GRAND RAPIDS COMMUNITY COLLEGE
and the FACULTY ASSOCIATION
of GRAND RAPIDS COMMUNITY COLLEGE
October 2015

Grand Rapids Community College and the GRCC Faculty Association mutually agree to remove MESSA as a health care insurance provider option and add the West Michigan Health Insurance Pool (WMHIP) plans. Effective January 1, 2016, Article 7.P.2.a will be modified as follows:

Article 7.P.2.a. Carrier

- (1) As of January 1, 2016, qualifying faculty members will be allowed to elect one of the available insurance plans offered by WMHIP. Faculty members will no longer have the option of any MESSA healthcare plans for so long as WMHIP is the health care insurance provider.
- (2) New qualifying faculty members shall make a choice of WMHIP plans before commencing employment. Coverage begins the first day of the month following the hire date.
- (3) Qualifying faculty may select from the WMHIP PPO Select 1, PPO Select 5, Versatile PPO or Flexible Blue – H.S.A. during open enrollment.
 - a) *WMHIP PPO Select 1*
 - b) *WMHIP PPO Select 5*
 - c) *WMHIP Versatile PPO*
 - d) *WMHIP Flexible Blue-H.S.A.*
- (4) Employees currently covered by the Priority Health HSA may elect to remain in that plan until June 30, 2016 and select a WMHIP plan that will go into effect July 1, 2016. No faculty members may elect Priority Health for so long as WMHIP is the health care insurance provider.
- (5) (Change 7.P.2.b.1.a.) Grand Rapids Community College shall pay premiums for the plan selected by each faculty member up to the employer “hard-cap” limits, not 80/20 limits, set forth in MCL 15.563 as amended. These amounts will change each fiscal year.
- (6) (Remove article 7.P.2.b.1.c.) *“The MESSA Choices 2 option will have no in-network deductible and will have a \$10/\$20 drug card.”*

- (7) (Remove article 7.P.2.b.2.4.) *“Any faculty member, via payroll deduction, may select other insurance benefits if available from MESSA or other carriers provided by the College.”*

F. van Hartesveldt

Fred van Hartesveldt
Faculty Association President

12 October 2015

Kathy Keating

Kathy Keating
General Counsel, Grand Rapids Community College

12 October 2015