

# **AGREEMENT**

**BETWEEN**



**SANTA MONICA  
COMMUNITY COLLEGE  
DISTRICT**

**&**



**CALIFORNIA  
SCHOOL EMPLOYEES  
ASSOCIATION -  
CHAPTER 36**

**July 1, 2012 — June 30, 2015**

change may be made during the benefit year. Any person who declines coverage must renew that declination each year during the open enrollment period and provide proof of continuing health coverage.

12.14 On or about January 1, 2012, the District shall establish a Health Reimbursement Arrangement Plan with the following terms: (a) one-time funding of \$1,000.00 for unit members who have a health care plan other than PERSCare on December 31, 2011; (b) one-time funding of \$2,000.00 for unit members who have PERSCare Single Coverage plan on December 31, 2011; (c) one-time funding of \$3,000.00 for unit members who have PERSCare 2-Party Coverage plan on December 31, 2011; and (d) one-time funding of \$4,000.00 for unit members who have PERSCare Family Coverage plan on December 31, 2011. Part-time employees shall receive pro-rated payment of the applicable benefit equal to the percentage of the part-time employees fulltime equivalency.

12.15 On or before July 1, 2012, the District shall establish a Classified Employee Welfare fund in an appropriately designed District fund. The District shall make payments into this fund of \$100,000.00 on July 1, 2012, July 1, 2013, July 1, 2014, July 1, 2015, and July 1, 2016. This fund shall be used for the sole purpose of providing reimbursement to unit members who changed health plans during the open enrollment period from October 10, 2011, to November 4, 2011, from a PERSCare Coverage plan to a non PERSCare health care plan offered by the District and who incurred expenses for health care expenses for the employee or covered dependent that would have been covered by PERS Care and were not covered by the new insurance plan. Before an employee is eligible for reimbursement from such fund, the employee shall have exhausted the HRA provided in Section 12.14 above. The District's obligation for reimbursement shall be limited to the amount in the fund. Claims for reimbursement shall be made at the end of each calendar year and made no later than March 1 of each year starting in 2013. If the claims submitted exceed the amount of money in the fund, the available funds shall be distributed on a pro rata basis. Any decision to deny reimbursement shall be subject to the grievance process of Article 10.

12.16 The District and CSEA agree that this unit shall receive the benefit of any more favorable Health Benefits Plan which the District grants to, or unilaterally implements upon, any other bargaining unit or unrepresented group (Classified Managers and Academic Administrators) on a group-wide basis on or after the date of this contract. For purposes of this paragraph, a Health Benefits Plan is more favorable if changes in the plan result in the District spending more on a per employee basis than the plan enjoyed by CSEA. The cost of the plan shall include any Health Reimbursement Arrangement.