

MEMORANDUM OF UNDERSTANDING
BETWEEN
LOS RIOS COMMUNITY COLLEGE DISTRICT
AND
LOS RIOS COLLEGE FEDERATION OF TEACHERS

May 26, 2009

Topic: COBRA Contract Language Modifications

Background: During the economic challenges of late 2008 and 2009, the American Recovery and Reinvestment Act of 2009 (ARRA) was passed and provides for premium reductions and additional election opportunities for health benefits under the Consolidated Omnibus Budget Reconciliation Act of 1985, commonly called COBRA. The parties share an interest in having the contract reflect the current law.

Below is the language as it appears in the current contract:

Glossary (pg 231)

COBRA - COBRA is a federally mandated program providing certain former employees, spouses, former spouses and dependent children the right to temporary continuation of health coverage at group rates plus a small administrative fee. COBRA benefits at Los Rios also extend to domestic partners and children of domestic partners. This coverage, however, is only available when coverage is lost due to certain specific events. COBRA can extend health benefits for up to 18, 29 or 36 months, depending on the specific circumstances.

3.2.4 Unit members who terminate employment by other than retirement may be eligible to continue in the District health/medical policies of the District in accordance with policy provisions at the member's own expense (via COBRA).

Agreement:

The parties agree to modify the contract language to that provided below:

Glossary (pg 231)

COBRA – The Consolidated Omnibus Budget Reconciliation Act (COBRA). COBRA is a federally mandated program providing former employees, spouses, former spouses and dependent children the right to temporary continuation of health coverage at group rates plus a small administrative fee. COBRA benefits at Los Rios also extend to domestic partners and children of domestic partners. This coverage, however, is only available when coverage is lost due to certain specific events. COBRA can extend health benefits for up to 18, 29 or 36 months, depending on the specific circumstances. The District will continue to comply with any federally mandated modifications to COBRA.

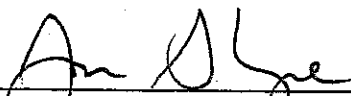
3.2.4 "Unit members who terminate employment may be eligible to continue in the District's health/medical policies in accordance with policy provisions at the member's own expense (via COBRA, see glossary)."

Note: although COBRA is mentioned in the following sections, no changes are needed.


3.3.4.2 no change

3.3.4.7 no change

LOS RIOS COMMUNITY
COLLEGE DISTRICT



Jon Sharpe, Deputy Chancellor




Ann Aaker, Associate Vice Chancellor
Human Resources

6-9-09
DATE

LOS RIOS COLLEGE FEDERATION
OF TEACHERS



KC Boylan, Chief Negotiator



Dean Murakami, LRCFT President

6-9-09
DATE