

Memorandum of Understanding
between the
All Faculty Association
and
Sonoma County Junior College District
regarding

Article 10: Benefits

September 8, 2020

AFA and the District agree to the following changes to Article 10.05.

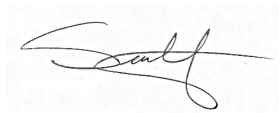
~~10.01 COST CONTAINMENT: AFA and the District will cooperate in achieving benefits cost containment.~~

10.05 MEDICAL BENEFIT COSTS: For fiscal year ~~2019-20~~ 2020-2021, the provisions of 10.05 A-C will apply. ~~The provisions of 10.05.A-C will be subject to negotiations in the case of an annual increase of 10 percent or greater to the Kaiser HMO. During 2020-2021 AFA and the District agree to negotiate cost controlling measures to limit benefit cost increases in 2021-2022 and beyond.~~

B. Blue Shield PPO and HMO: The District will assume the premium costs less the faculty out-of-pocket monthly premium costs, which will be equal to a proportion (as specified in Table 10.1) of the difference of the annual premium cost between that plan and the premium cost of the Kaiser HMO plan by tier. ~~Benefit Year Proportion 2016 (beginning January 1, 2016) 40% 2017 (beginning October 1, 2016) 70% 2018 and thereafter (beginning October 1 of the year) 100% Table 10.1~~

Benefit Year	Proportion
2016 (beginning January 1, 2016)	40%
2017 (beginning October 1, 2016)	70%
2018 and thereafter (beginning October 1 of the year)	100%

~~E. AFA Health and Welfare Benefit Account: AFA will cede the balance of the AFA Health and Welfare Benefit Account to the District on January 1, 2016.~~



Sean Martin, President
All Faculty Association




Dr. Frank Chong, President/Superintendent
Sonoma County Junior College District