

Letter of Understanding

The purpose of this Letter of Understanding is to clarify a matter regarding the terms and conditions noted in the Collective Bargaining Agreement between the IVCC Board of Trustees Community College District No. 513 and the American Federation of Teachers Local 1810 for years 2011-2012, 2012-2013, and 2013-2014.

ARTICLE XI

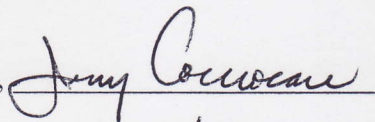
Medical and Life Insurance

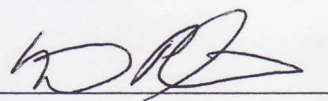
Employees who have chosen to not participate in the wellness-screening program will automatically be charged 22% of the health insurance premium.

Because the overarching goal of the wellness incentive program is wellness, FY 2013 will be considered a transition year; thus, employees who tested unhealthy in 2012 and did not obtain a waiver until 2013 and therefore had an additional 2% of the insurance premium deducted from their earnings will be "made whole" back to the first pay period in January 2013.

Employees who received a healthy score in 2011 and an unhealthy score in 2012 will not pay 22% of the insurance premium in 2013 with the understanding that if they have not made adequate progress as defined by the current health provider toward their goal per their Fall 2013 test, they will be charged 22% of the premium in 2014 unless they receive a waiver from their doctor. These employees had an additional 2% of the insurance premium deducted from their earnings and will also be "made whole" back to the first pay period in January 2013. These employees will need to self-identify to HR and provide evidence of their status in order to qualify for the 20% premium.

Employees who receive an unhealthy score in fall of 2013 will be strongly encouraged to contact their doctor immediately and present evidence to the District's provider (as of this writing that is Interactive Health Solutions) that they have begun implementing a health-improvement plan for consideration of a waiver.

Dr. Jerry Corcoran, 
IVCC President Date 5/5/13

Mike Phillips, 
AFT Local 1810 Date 5-7-13