

MEMORANDUM OF UNDERSTANDING


Illinois Valley Community College (College), through its duly authorized agent, and IFT Local 1810 (Union), through its duly authorized agent, agree to the following:


- 1) The following shall be applicable to the High Deductible Health Plan (offered by the College to its faculty) during each year of the current Collective Bargaining Agreement:
 - a) Embedded Calculation
Deductible amounts for the "embedded" plan (under the HSA) shall be calculated using an "embedded" process (as opposed to an "aggregated" process), as commonly defined in the insurance industry.
 - b) Aggregated Calculation
Deductible amounts for the "aggregated" plan (under the HSA) shall be calculated using an "aggregated" process (as opposed to an "embedded" process), as commonly defined in the insurance industry.
- 2) Faculty can elect to remain on the "embedded" or move to the "aggregate" plan offered by the College. Moving from "embedded" to "aggregate" is irrevocable.
- 3) Faculty hired after December 31, 2022 will be automatically placed on the "aggregate" plan, should they elect to participate in the College insurance option.
- 4) The Letter of Agreement dated May 7, 2013 will remain in effect for all faculty who elect to remain on the "embedded" plan offered by the College, except as modified herein.
- 5) Deductibles and Out-Of-Pocket Limits (in network) for aggregate plan.

The deductibles and out-of-pocket limits for employees under the HSA aggregate option who selected either: 1) individual coverage shall remain as previously agreed upon by the parties (\$2000/\$4000), 2) Employee plus One, or 3) Family coverages shall remain the same as previously agreed upon by the parties (\$4000/\$6550).
- 6) Deductibles and Out-Of-Pocket Limits (in network) for embedded plan.

The deductibles and out-of-pocket limits for employees under the HSA embedded options who selected either: 1) individual coverage shall remain as previously agreed upon by the parties (\$3000/\$4000), 2) Employee plus One, or 3) Family overages shall remain the same as previously agreed upon by the parties (\$4000/\$8000).
- 7) Deductibles and out-of-pocket max would only be changed in the event of changes for IRS compliance.
- 8) All issues having been resolved, all other provisions of the High Deductible Health Plan shall remain in effect.

December 8, 2022


College, By Its President


Union, By Its President