

MOU Health Retirement Savings Account (HRA)
November 21, 2012

MEMORANDUM OF UNDERSTANDING
BETWEEN
CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT
AND
CHABOT-LAS POSITAS FACULTY ASSOCIATION

November 21, 2012

Article 20D.3 of the Tentative Agreement between the District and the Faculty Association shall be modified to state:

The parties agree that the language of this agreement is part of the Contract (or Collective Bargaining Agreement) and subject to all the provisions contained in the Contract (or Collective Bargaining Agreement) between The Chabot-Las Positas Faculty Association and Chabot-Las Positas Community College.

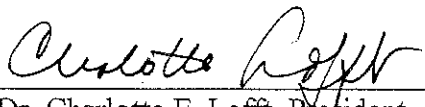
20D.3 Health Retirement Savings Plan/Health Reimbursement Account (HRA)

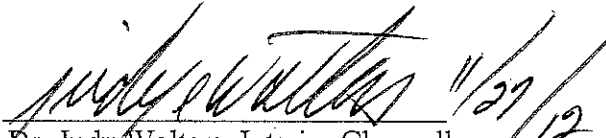
Effective January 1, 2013, the District shall establish a Health Retirement Savings Plan, or Health Reimbursement Account, or similar savings vehicle (here referred to as HRA) for each Contract or Regular unit member hired under this Section, for the purpose of funding the unit member's post-retirement health benefits. It is understood that the future interest for this class of unit members shall be January 1, 2013. All Contract and Regular unit members who are hired after January 1, 2013 shall be subject to the following HRA provisions:

- a. The District shall contribute \$200 monthly to the HRA of each Contract or Regular unit member covered under this Section. The monies placed in each unit member's account will earn interest which will be credited to his/her account;
- b. In future years, the District and Faculty Association may agree to adjust the contribution amounts described in (a) above;
- c. The Contract or Regular faculty member's rights to the money the District deposited in the HRA shall vest in five (5) Academic Years from the date of hire of the unit member;
- d. If a Contract or Regular unit member has a partial contract of less than 100% (.5 FTE or more), then the District contribution shall be proportional to his/her FTE in the District;
- e. The District shall bear the full cost of administering the HRA and the separated employee shall bear the full cost of the distribution fee to access his/her share of the funds;

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- f. If there is a forfeiture of the HRA, based on the unit member leaving District service before vesting, the monies which the District deposited on behalf of the unit member shall revert to the District for use in paying future contributions to eligible HRA members; and
- g. The Faculty Association and the District shall meet and negotiate over future changes in the Internal Revenue Service (IRS) regulations that may impact HRAs.


Dr. Charlotte E. Lofft, President
Chabot-Las Positas
Faculty Association


Dr. Judy Walters, Interim Chancellor
Chabot-Las Positas
Community College District