

**Vision Reimbursement
Letter of Understanding**
February 9, 2000

This agreement is entered into by Mott Community College ("the College") and the participating bargaining units.

The parties agree to the following:

1. The College will provide vision benefits as specified in the MCC Vision Reimbursement Pilot Program Summary Plan Document effective April 1, 2000 through June 30, 2001. Once a bargaining unit has opted into the pilot, they must participate in the pilot for its full duration (through 6/30/01). The benefits will be at least equal to benefits currently available by contract, without cost to eligible employees.
2. Current vision benefits contract language will be suspended during the Pilot Program.
3. On April 1, 2000, the College will create an initial budget for the vision reimbursement program. This initial budget amount will be equal to four months of premiums for BC/BS plan codes (61803-001, 61803-002, 61803-003, 61803-004, 61803-005, 61803-660) and MESSA plan codes (V3P3), using the current premium rates. The identical procedure will be followed by the College for FY 2000/2001, using the premium rates in effect on July 1, 2000.
4. The only expenses to be charged to the budget will be employee reimbursements.
5. The vision reimbursement plan budget will automatically be increased in the event that actual costs exceed the initial budget amount.
6. Savings will be realized if the total amount of the premiums (as specified in 3 above) are greater than the total actual plan costs during the pilot program.
7. Any vision plan savings will be split 50% for the College and 50% for all participating employee groups at the start of each new plan year.
8. Savings realized by the participating employee groups will be allocated by mutual agreement among those employee groups.
9. The Fringe Benefits Task Force will review and make recommendations on the continuation of the MCC Vision Reimbursement Program by April 30, 2001.
10. If the pilot program is discontinued based on the recommendation of the task force or the decision of the College, current vision benefits contract language will be in effect. At the end of the pilot, if the College operated program is continued, each unit may decide whether to participate in the College operated program or the program operated by the insurance company.

Debra A. Banks 2/9/00
Date

ProTech
Clarence E. Baldwin 2/24/00
M&O Date

Not Participating
Faculty Date

Joyce Tach 2/9/00
Date

S&M
Sandra M. Heie 2/17/00
Secretarial/Clerical Date

Mark W. De 2/9/00
For the College Date