

MEMORANDUM OF UNDERSTANDING
BETWEEN
FOOTHILL-DE ANZA COMMUNITY COLLEGE DISTRICT
AND
THE PARTICIPATING UNIONS OF THE JOINT LABOR MANAGEMENT COUNCIL
("JLMBC") COMPOSED AS FOLLOWS:
ASSOCIATION OF CLASSIFIED EMPLOYEES,
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION,
FACULTY ASSOCIATION,
OPERATING ENGINEERS LOCAL 3,
AND TEAMSTERS

This Memorandum of Understanding is entered into by and between the Foothill-De Anza Community College District ("District") and the following Unions: Association of Classified Employees ("ACE"), California School Employees Association (CSEA), Faculty Association (FA), Operating Engineers Local 3 (OE3), and Teamsters.

The parties agree that the following provisions shall constitute the basis of an agreed upon recommendation to be made to each Union and the District on the topic of Long Term Disability insurance. The provisions of this recommendation are subject to agreement between the District and each Union, and upon subsequent ratification by members of the bargaining units and approval by the Board itself.

The parties acknowledge the District provides fully paid Long Term Disability (LTD) insurance coverage for regular and probationary employees of the District and that some current Agreements retained language that is no longer applicable; that is, plan provisions are no longer offered in plans available to the District. Current coverage, subject to the contractual provisions of the Hartford LTD Summary Plan Document, includes:

- Maximum Benefit
 - 66 2/3% of basic monthly earnings.
 - Up to \$6000 per month
 - Based on 1/12th of annual base salary

- Coverage Period
 - Five or more years STRS/PERS = LTD benefits up to 24 months
 - Eligible employees may also be required to apply for STRS/PERS disability retirement for coordinated benefits
 - Eligible employees may continue STRS/PERS benefits beyond LTD coverage period
 - Less than five years STRS/PERS = LTD benefits up to "normal retirement age"
 - Normal retirement age based on Social Security Normal Retirement Age

6/20/13 Blanche Monary
Date Print Name
Association of Classified Employees (ACE)

Blanche Monary
Signature

6/13/13 LEO CONTRERAS
Date Print Name
California School Employees Association (CSEA)

Leo Contreras
Signature

6/13/13 Faith Milona
Date Print Name
Faculty Association (FA)

Faith Milona
Signature

6/27/2013 Doreen Brody
Date Print Name
FHDA District

Doreen Brody
Signature

6/27/13 WILLIAM H. POPE
Date Print Name
Operating Engineers Local 3 (OE3)

William H. Pope
Signature

6-13-13 LISA HOCEVAR
Date Print Name
Teamsters

Lisa Hocevar
Signature