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**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE REDWOODS COMMUNITY COLLEGE DISTRICT  
AND THE COLLEGE OF THE REDWOODS FACULTY ORGANIZATION  
June 6, 2019**

This Memorandum of Understanding is hereby entered into between the Redwoods Community College District ("District") and the College of the Redwoods Faculty Organization pursuant to the Education Employment Relations Act and the Collective Bargaining Agreement between the parties.

The parties agree to change the vision insurance carrier plan from MES with SISC to VSP direct, effective July 1, 2019. This MOU serves to memorialize the change in carrier plan and the ability for unit members to access this insurance benefit if eligible.

Redwoods Community College District

Wendy Bates 6-6-19  
Wendy Bates, Chief Negotiator

Keith Flamer 6/6/19  
Keith Flamer, President/Superintendent

For CRFO

John Johnston 6-6-19  
John Johnston, Chief Negotiator

Michelle Haggerty 6/10/19  
Michelle Haggerty, President