

MEMORANDUM OF UNDERSTANDING

November 9, 2016

This is a tentative agreement between Redwoods Community College District (hereinafter referred to as "District") and the California School Employees Association and its College of the Redwoods Chapter 509 (hereinafter referred to as "CSEA").

Addition to Article VII – Health and Welfare Benefits

Subject: IRC 125 Flexible Spending Plan

The District and CSEA agree to establish and support an IRC 125 Flexible Spending Plan offered by American Fidelity Assurance effective November 15, 2016. The District will provide locations where unit members can meet with servicing representatives during employee regular working hours to allocate spending account funds each plan year and during any qualifying event windows which an employee may qualify for. There will be no cost of plan administration to bargaining unit members.

Redwoods Community College District

CSEA and its Redwoods Chapter 509

November 9, 2016
Date

Wendy Bates
Wendy Bates
Director and Chief Human Resources Officer

Keith Snow-Flamer
Keith Snow-Flamer
Interim President and Superintendent

November 9, 2016
Date

Crystal Morse
Crystal Morse
President, CSEA Redwoods Chapter 509

Mark Ahrens
Mark Ahrens, Labor Relations Representative
For the ASSOCIATION