

**LETTER OF AGREEMENT  
BETWEEN  
THE LANSING EDUCATIONAL ASSISTANTS MEA/NEA (LEA)  
AND  
THE LANSING SCHOOL DISTRICT (District)**

**RE: Employee Earned Benefits**

The purpose of this Letter of Agreement (LOA) is to amend Article XVI to add a fourth health insurance option to the three option currently available to bargaining unit members, change the RX riders on two of the three current plans, create a one-time special open enrollment period to allow employees to change their health insurance options and to have any change in options effective January 1, 2018. All other provisions of Article XVI as currently written and as tentatively agreed to in negotiations for a successor Agreement to the 2013-16 Agreement are unaffected by this LOA.

1. The parties agree to add **MESSA ABC Plan 2 (2000/4000) 3T - w/MM with 20% In Network Co-Insurance** to the PAK A medical insurance options identified in Article XVI: Employee earned Benefits, Section A, 3. (p 32 of the 2013-16 Agreement) and the Letter of Agreement dated October 4, 2016.
2. The parties agree to add the Saver Rx - Mandatory Mail Prescription Rider to the current Choices \$1000/2000 w/20% co-insurance plan, and add the Saver Rx – Mandatory Mail Prescription Rider to the current Choices \$500/1000 w/10% co-insurance plan. (The ABC 2 \$2000/4000 with 10% co-insurance will not have a change in prescription rider.)
3. The District shall schedule an open enrollment period of ten (10) workdays during November 2017, at which time employees shall select their health insurance option.
4. Changes in coverage shall take effect January 1, 2018.
5. It is understood by both parties that the District and LEA will continue to bargain in “good faith” and that this Letter of Agreement does not limit the bargaining of the remaining wage and benefit topics of the open Collective Bargaining Agreement.

For The Lansing Educational Assistants MEA/NEA

For The Lansing School District

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Dated: \_\_\_\_\_

Dated: \_\_\_\_\_