



SIDE LETTER OF AGREEMENT

This SIDE LETTER OF AGREEMENT is entered into by and between the Mt. San Antonio Community College District (District), and California School Employee Association and its Mt. San Antonio College Chapter 262 (CSEA 262). This SIDE LETTER OF AGREEMENT shall not be deemed precedent setting.

The intent of this agreement is to provide less than 50% unit members with a one-time opportunity to access benefits they have not been able to access in prior years due to regulatory issues beyond the control of the District or CSEA 262.

The District and CSEA 262 have agreed as follows:

Calculation of Back Benefit

Those unit members in paid status, less than 50% assignment, who were unable to access their contractual health benefit amount, shall be credited the "Back Benefit" amount calculated as follows:

Year of continuous eligible Less Than 50% employment	Total Back Benefit Amount*
2016	\$500
2017	\$500
2018	\$500
2019	\$1,200
January 1, 2020 – September 30, 2020	\$900

**Annual amounts listed in each row are added together based on eligibility.*

Prior Year Medical Expense Reimbursement

For the October 1, 2020 through September 30, 2021, benefit year, unit members in paid status in a less than 50% assignment may submit receipts for reimbursement of medical expenses incurred after January 1, 2016, or their first date of eligible permanent employment, whichever occurred last, up to a maximum of the balance of the internal medical reimbursement account.


R.S.  A.A. 

Medical Reimbursement First Year Contribution

For the October 1, 2020 through September 30, 2021 benefit year, unit members in paid status in a less than 50% assignment shall receive the Back Benefit amount specified above, less any reimbursement already paid, deposited into a District managed CSEA 262 medical reimbursement account.

ACCEPTED AND AGREED TO:


FOR THE DISTRICT


Ibrahim Ali (Aug 28, 2020 13:06 PDT)

Abe Ali, Chief Negotiator
Aug 28, 2020


Date

FOR CSEA 262


Robert Stubbe (Aug 28, 2020 12:46 PDT)

Robert Stubbe, President
Aug 28, 2020

Date



Brittney Coleman, CSEA Labor Representative
Sep 2, 2020

Date