

Letter of Agreement
Between the
Novi Community School District
And the
Maintenance Bargaining Unit
International Union of Operation Engineers Local 324

ADDITIONAL HEALTH CARE PLANS

Due to the increase of MESSA rates effectively July 1, 2016, the parties agree to open the Master Agreement between the Novi Community School District and the Maintenance Bargaining Unit, International Union of Operation Engineers Local 324 for the purpose of adding another/deleting a current option to the Health Care insurance plans (Article 29-Medical Coverages and Insurance Protection). The changes offered to employees are outlined below:

MESSA Choices II Health Insurance:

- Remove the \$1,000/\$2,000 in-network deductible (\$2,000/\$4,000 out-of-network deductible), \$20 OV/\$25 UC/\$50 ER and MESSA Saver RX effective January 1, 2017.
- Add a 10% co-insurance plan (\$2,000/\$4,000 max) to the current Choices II \$500/\$1,000 (\$1,000/\$2,000 out-of-network deductible) and the ABC Plan 1 effective January 1, 2017.

These changes will be reflected in the information provided during the November Open Enrollment period.

Agreed,

Agreed,


Novi Community School District

Date: 9.28.16


Maintenance Bargaining Unit IUOE Local 324

Date: 9/27/16