

**MEMORANDUM OF UNDERSTANDING**  
**Joint Committee on Insured Benefits**

1. The Joint Committee on Insured Benefits will be composed of three representatives of the Faculty Federation, three representatives of the Federation of Classified Employees, two Management/Confidential representatives and two Human Resources staff. All members of the committee shall have equal voting rights.
2. A majority vote of the committee will be required to recommend any significant change in coverage or plan design. Any committee recommendation must be approved by the Federation Executive Councils and the PCC Board of Directors before it is implemented.
3. The Joint Committee on Insured Benefits, may not, without the approval specified in number 2 above, add to the number of medical or dental plans offered to PCC employees (i.e., create a fifth plan alternative for employees); or, improve the benefits of any plan in a manner that increases the cost to the College for "employee only" coverage.
4. The Joint Committee on Insured Benefits will convene at least annually to review whether significant changes in plans are warranted. Decisions to change coverage must be made by June 1st of each year to take effect at the beginning of the next plan year.
5. The Joint Committee on Insured Benefits will have no authority to alter or change the dollar amount of the College's maximum monthly contribution for its employees as established in the applicable collective bargaining Agreements.
6. The Joint Committee on Insured Benefits will be responsible for working in the best interests of PCC and all its employees, communicating with constituents about the issues the committee is discussing, and supporting any committee decision by educating their constituents about it.