

October 7, 2002

NOTICE TO RESIDENTS OF MILWAUKEE AREA  
TECHNICAL COLLEGE DISTRICT, WISCONSIN

A Special Meeting\* of the **Milwaukee Area Technical College District Board, Wisconsin**, will be held in the **Board Room (Room M210) of the Milwaukee Area Technical College, 700 West State Street, Milwaukee, Wisconsin, on October 8, 2002**, beginning at **5:00 p.m.**

The agenda for said meeting is presented as follows:

- A. Roll Call
- B. Compliance with the Open Meetings Law
- C. Comments from the Public
- D. **Consideration of Memoranda of Agreement Concerning Benefit Plan Changes for Health Care Anticipated Effective Date January 1, 2003\*\***
- E. **Board May Reconvene Into Open Session To Take Action On Matters Discussed In Closed Session Under Item D.**

\* This meeting may be conducted in part by telephone. Telephone speakers will be available to allow the public to hear those parts of the proceedings that are open to the public.

\*\* It is anticipated that this item may be discussed in Closed Session pursuant to Sections 19.85(1)(c), 19.85(1)(e), and 19.85(1)(g) of the Wisconsin Statutes.

**RESOLUTION TO APPROVE MEMORANDA OF AGREEMENTS CONCERNING BENEFIT PLAN CHANGES FOR HEALTH CARE ANTICIPATED EFFECTIVE DATE JANUARY 1, 2003**

**BACKGROUND**

Milwaukee Area Technical College provides a comprehensive group benefit plan for its employees. In cooperation with the college's benefit administration consultant, reviews are done periodically to insure that maximum cost effectiveness is maintained for the employees and retirees of the college. However, due to the escalating costs of health insurance, in November 2001, upon ratification of the labor agreements with the various bargaining units, the MATC Administration and Locals 212, 587 and 715 agreed to form a Joint Labor Management Health Care Committee. The charge of the committee was to: 1) review all MATC health insurance plans; 2) review the prescription drug coverage and possible alternatives to the present plan including a drug card; and 3) review "wellness" as a means to minimize cost increases.

**RESOLUTION**

WHEREAS, the Joint-Labor Management Health Care Committee has completed its work and made recommendations aimed at significantly reducing costs while preserving comprehensive coverage for all college employees; and

WHEREAS, those recommendations which take the form of two memoranda of agreements have been accepted and ratified by the college's various bargaining units; and

WHEREAS, the agreements protect both the interests of taxpayers and MATC employees; and

WHEREAS, for the first time in the college's history, employees will participate in the college's health insurance expense through co-payments and deductibles; and

WHEREAS, this increases the college's ability to control bottom-line health care costs; and

WHEREAS, our employee unions have agreed to absorb increased costs in exchange for a promise that the college will continue to pay the full health insurance premiums for their members; and

WHEREAS, the Joint Labor-Management Health Care Committee and the Administration have provided recommendations for specific cost-savings to minimize future increases in health care costs.

WHEREAS, the Joint Labor-Management Health Care Committee recommended the execution of two consecutive Memoranda of Agreements which shall make changes to the comprehensive group benefit plan effective January 1, 2003, with the first memorandum of agreement expiring December 31, 2005, and the second Memorandum of Agreement commencing on January 1, 2006, and expiring on June 30, 2007.

THEREFORE, BE IT RESOLVED, that the MATC District Board approves the proposed changes to the employee health insurance plans subject to the clarifications and understandings as presented in the Joint Labor-Management Health Care Committee Memorandum of Agreement effective January 1, 2003, through December 31, 2005.

FURTHER RESOLVED, that the MATC District Board approves the proposed changes to the employee health insurance plans subject to the clarifications and understandings as presented in the Joint Labor-Management Health Care Committee Memorandum of Agreement effective January 1, 2006, through June 30, 2007.

BE IT FURTHER RESOLVED, that the MATC District Board directs the District Administration to move forward with the necessary procedures to implement a Request for Proposal (RFP) consistent with the plan design changes outlined in the Memoranda of Agreements and the Health Care Benefit Comparison which includes a broad-based PPO network, a broad-based HMO network, and a narrow network.

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