

**Proposal from CSEA to East Side Union High School District
September 21, 2017**

**ARTICLE 16
BENEFITS**

16.1 Health and Welfare Benefits

Except as provided in 16.1.1 below, The District agrees to pay the medical, dental, vision, life insurance, and employee assistance program premiums for all unit members working one-half time or more and to pay for the unit member's dependents. Unit members employed before June 30, 2001 and working less than one-half (1/2) time may elect to take the health and dental benefits on a prorated basis as the number of hours worked per day bears to eight (8). All new employees, hired as of July 1, 2001, and working less than five (5) hours, shall receive prorated health and welfare benefits in accordance with 16.1.~~7.8~~ and 16.2 (if applicable).

16.1.1 A unit member whose spouse or domestic partner is a District employee and already enrolled in a District offered medical plan shall not be entitled to separately enroll in, or receive, separate or "double", coverage under any District-offered plan, but will be enrolled in dependent coverage under the spouse's/domestic partner's existing plan. For purposes of this Article 16, the unit member with the greater seniority shall be designated as the primary subscriber under the selected District-offered plan.

16.1.1.1 If the unit member's spouse or domestic partner is also a District employee then, in lieu of double or separate enrollment, District will establish an IRS-approved, District-funded health reimbursement arrangement (HRA) to reimburse medical and prescription co-pays at an annual maximum level of \$3,000 per family.

16.1.1.2 Eligible dependent children of the unit members will remain covered under the selected family plan.

16.1.1.2.1 When two spouse/domestic partner unit members are covered under a single plan and the primary

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subscribing unit member (as determined above) desires to terminate dependent or other coverage, then the spouse/domestic partner of such primary subscribing unit member may elect to continue such eligible coverage with no waiting period as long as the coverage has been continuous, in which case such unit members shall no longer be eligible for the HRA.

16.1.1.3 This Article 16.1.1 shall not apply to unit member spouses/domestic partners who elected and enrolled in different District-offered medical plans as of ratification by the parties (e.g., for example purposes only, one unit member in Kaiser and the spouse/domestic partner unit member in Anthem).

16.1.1.4 The District shall offer an open enrollment no later than thirty (30) days after ratification of this agreement to solely offer spouses/domestic partners the opportunity to join the same plan.

The District will continue to pay the full premium of Health and Welfare benefits.

CSEA agrees to the following medical plan design:

Kaiser	Office visit co-pay \$20.00 RX \$10/\$20
Anthem Blue Cross	Office visit co-pay \$20.00 RX \$10/\$20
ESUHSD PPO Plan	Office visit co-pay \$20.00 RX \$10/\$20

16.1.1.2 Health and Welfare Benefits shall be defined as medical, dental, vision, life insurance and employee assistance premiums.

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- 16.1.~~2.3~~ The formula to compute the percentage difference will be the total cost of the Health and Welfare benefit as defined per capita between benefits years.
- 16.1.~~3.4~~ For example, if the total cost per employee per year for the Health and Welfare Benefits is \$1,000 and the next plan year was \$1,100, the difference would be 10%.
- 16.1.~~4.5~~ For 2008-2009, the District agrees to fund up to a 15% increase, plus any percent carried over from 2007-2008, to Average Per Member Health and Welfare Cost. If the increase is greater than the above percent, the District and the Association agree to reopen negotiations on compensation and benefits only.
- 16.1.~~5.6~~ For example, in the example above of 10%, the remaining 5% would be carried forward to the next contract year and alter Section 16.1 from 15% to 20%.
- 16.1.~~6.7~~ Any change in plan design shall be subject to negotiations. Any change to the Third Party Administrator (TPA) which impacts CSEA terms and conditions of employment, including but not limited to a change to the plan design and/or any mandatory subject of bargaining shall be subject to negotiations.

The benefit coverage shall include the following:

- A. ESUHSD Medical Plan PPO
- B. Kaiser Foundation Health Plan
- C. Anthem Blue Cross HMO
- D. \$40,000 Life Insurance Policy -- UNUM (Life and AD&D Insurance)
- E. Delta Dental
- F. Employee Assistance Program (UNUM)
- G. Vision (Vision Service Plan)

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16.1.~~7~~8 Prorated

All employees hired after July 1, 2001, shall receive health and welfare benefits prorated as stipulated:

- a) 0% for less than four (4) hours daily
- b) 50% for less than five (5) hours, but four (4) hours or more and;
- c) 100% for equal to or greater than five (5) hours daily.

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TA Patricia Alarcón
9/21/2017


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