

MANAGEMENT PROPOSAL

Bargaining Unit 10

PROPOSAL 5

DATE:

5.1 Health, Dental, Vision

A. Health Benefit Plans

1. Contribution Amounts

- ~~a. Upon ratification, the employer health benefits contribution for each employee shall be an amount equal to 80 percent of the weighted average of the Basic health benefit plan premiums for a State active civil service employee enrolled for self-alone, during the benefit year to which the formula is applied, for the four Basic health benefit plans that had the largest State active civil service enrollment, excluding family members, during the previous benefit year. For each employee with enrolled family members, the employer shall contribute an additional 80 percent of the weighted average of the additional premiums required for enrollment of these family members, during the benefit year to which the formula is applied, in the four Basic health benefit plans that had the largest State active civil service enrollment, excluding family members, during the previous benefit year.~~

~~To be eligible for these contributions, an employee must positively enroll in a health plan administered or approved by CalPERS.~~

- ~~b. The parties agree to work cooperatively with CalPERS and the health plans to control premium increases.~~
- a. The State will continue to pay the following employer health contribution rates established on January 1, 2015. To be eligible for this contribution, an employee must positively enroll in a health plan administered or approved by CalPERS.
- 1) The State shall pay up to \$524 per month for coverage on an eligible employee.
 - 2) The State shall pay up to \$1,050 per month for coverage of an eligible employee plus one dependent.
 - 3) The State shall pay up to \$1,368 per month for coverage of an employee plus two or more dependents.
- b. Effective January 1, 2016, the employer health benefits contribution for each employee shall be an amount equal to eighty (80) percent of the Basic

health plan premiums for a State active civil service employee enrolled for self-alone, during the benefit year to which the formula is applied. The formula shall be based on the lowest cost Basic health benefit plan premium of the four Basic health benefit plans that had the largest State active civil service enrollment, excluding family members, during the previous benefit year.

For each employee with an enrolled spouse or registered domestic partner, the employer shall contribute an additional dollar amount equal to sixty (60) percent of the additional premiums required for enrollment of the spouse or registered domestic partner, during the benefit year to which the formula is applied, unless one of the following conditions apply:

- 1) The spouse or registered domestic partner is a state employee, or
- 2) The spouse or registered domestic partner is unemployed, self-employed, or not eligible for group health benefit coverage through his/her own employer. Employees shall attest to their spouse's absence of other coverage through a certification process developed by the California Department of Human Resources.

For each employee with an enrolled spouse or registered domestic partner who meets the conditions in (b), the employer shall contribute eighty (80) percent of additional premiums for the spouse or registered domestic partner.

For each employee with enrolled children, the employer shall contribute an additional amount equal to eighty (80) percent of additional premiums required for enrollment of the dependent children, during the benefit year to which the formula is applied.

- c. The Bargaining Unit agrees to support any legislative changes, or actions by the CalPERS Board of Administration to implement this provision.
2. ~~Employees who first become eligible for health benefit enrollment on or after thirty (30) days following ratification of this agreement or who on that date are receiving fifty percent (50%) of the normal employer dependent portion of the contribution~~ October 26, 2014, shall be subject to a vesting schedule for the employer health contribution for dependents as follows:
 - a. 75% of the normal employer dependent portion of the contribution upon initial enrollment; and
 - b. 100% of the normal employer dependent portion of the contribution upon completion of 12 months of service.

B. Health Benefits Eligibility

1. Employee Eligibility

- a. For purposes of this section, "eligible employee" shall be defined by the Public Employees' Medical and Hospital Care Act.

2. Permanent Intermittent (PI) Employees

- a. Initial Eligibility - A permanent intermittent employee will be eligible to enroll in health benefits during each calendar year if the employee has been credited with a minimum of 480 paid hours in one of two PI control periods.

For purposes of this section, the control periods are January 1 through June 30 and July 1 through December 31 of each calendar year. An eligible permanent intermittent employee must enroll in a health benefit plan within 60 days from the end of the qualifying control period.

- b. Continuing Eligibility - To continue health benefits, a permanent intermittent employee must be credited with a minimum of 480 paid hours in a control period or 960 paid hours in two consecutive control periods.

3. Family Member Eligibility

For purposes of this section, "eligible family member" shall be defined by the Public Employees' Medical and Hospital Care Act and includes domestic partners that have been certified with the Secretary of State's office in accordance with AB 26 (Chapter 588, Statutes of 1999).C.
Dental Benefit Plans

C. Dental Benefit Plan

1. Contribution

- a. The State agrees to pay the following contribution for dental benefits that went into effect January 1, 2014. To be eligible for this contribution, an employee must positively enroll in a dental plan administered by California Department of Human Resources.

- (1) The State shall pay up to ~~\$36.36~~ \$36.64 per month for coverage of an eligible employee.
- (2) The State shall pay up to ~~\$63.85~~ \$63.97 per month for coverage of an eligible employee plus one dependent.
- (3) The State shall pay up to ~~\$92.54~~ \$92.46 per month for coverage of an eligible employee plus two or more dependents.

- b. The employee will pay any premium amount for the dental plan in excess of the State's contribution, except that the employee's share of the cost shall not exceed 25 percent (25%) of the total premium.

2. Employee Eligibility

Employee eligibility for dental benefits is the same as that prescribed for health benefits under Section 5.1.B.1 and 2 of this agreement.

3. Family Member Eligibility

Family member eligibility for dental benefits is the same as that prescribed for health benefits under Section 5.1.B.3 of this agreement.

4. Coverage During First 24 Months of Employment

Employees first appointed into State service who meet the above eligibility criteria, will not be eligible for enrollment in the State-sponsored indemnity or preferred provider option plan until they have completed twenty-four (24) months of employment without a permanent break in service, during the 24 month qualifying period. However, if no alternative plan or prepaid plan is available within a 50-mile radius of the employee's residence, the employee will be allowed to enroll in the indemnity or preferred provider option plan.

D. Vision Benefit Plan

1. Program Description

The employer agrees to provide a vision benefit to eligible employees and dependents. The vision benefit provided by the State shall have an employee co-payment of \$10 for the comprehensive annual eye examination and \$25 for materials.

2. Employee Eligibility

Employee eligibility for vision benefits is the same as that prescribed for health benefits under Section 5.1.B.1 and 2 of this agreement.

3. Family Member Eligibility

Family member eligibility for vision benefits is the same as that prescribed for health benefits under Section 5.1.B.3 of this agreement.