2022 Health Plan Monthly Premiums for Unit 10 Employees

CalPERS’ health care Open Enrollment will take place from September 20 to October 15. These tables compare the monthly premiums for each in state medical plan in 2021 and 2022 and your out-of-pocket costs after the State pays its share. More Open Enrollment information will be available through your myCalPERS account beginning September 13. Changes made during Open Enrollment take effect January 1, 2022. The State has released its 2022 CoBen contribution, which sets the employer’s payment toward supervisors’ and managers’ health care. Please see page 4 for further details. Dollar amounts are rounded.

State Employer Contribution for 2022

<table>
<thead>
<tr>
<th>Health Plan</th>
<th>Employee Only</th>
<th>Two-Party</th>
<th>Family</th>
</tr>
</thead>
<tbody>
<tr>
<td>Blue Net</td>
<td>$651</td>
<td>$2,126</td>
<td>$1,568</td>
</tr>
<tr>
<td>Select</td>
<td>$1,302</td>
<td>$2,462</td>
<td>$1,931</td>
</tr>
<tr>
<td>Traditional</td>
<td>$1,686</td>
<td>$2,832</td>
<td>$2,302</td>
</tr>
</tbody>
</table>

### Premiums and Out-of-Pocket Costs

#### Anthem Blue Cross Del Norte

- **Premium:**
  - Employee Only: $947, $849, $819, $801, $792
  - Two-Party: $1,894, $1,698, $1,601, $1,592, $1,574
  - Family: $2,462, $2,208, $1,926, $1,894, $1,838

- **Out-of-Pocket Cost:**
  - Employee Only: $296, $242, $219, $217, $194
  - Two-Party: $592, $482, $429, $425, $385
  - Family: $776, $641, $554, $519, $450

#### Anthem Blue Cross Select

- **Premium:**
  - Employee Only: $848, $801, $792, $784, $776
  - Two-Party: $1,696, $1,601, $1,574, $1,548, $1,522
  - Family: $2,205, $1,926, $1,838, $1,752, $1,664

- **Out-of-Pocket Cost:**
  - Employee Only: $197, $194, $189, $185, $178
  - Two-Party: $394, $385, $376, $367, $358
  - Family: $519, $450, $401, $362, $323

#### Anthem Blue Cross Traditional

- **Premium:**
  - Employee Only: $1,198, $1,220, $1,242, $1,264, $1,286
  - Two-Party: $2,396, $2,443, $2,490, $2,537, $2,584
  - Family: $4,129, $4,187, $4,245, $4,303, $4,361

- **Out-of-Pocket Cost:**
  - Employee Only: $547, $519, $491, $463, $435
  - Two-Party: $1,094, $1,046, $1,008, $970, $932
  - Family: $1,429, $1,381, $1,333, $1,285, $1,237

### Other Health Plans

- **Anthem Blue Cross Del Norte:** $607 (in 2021)
- **Anthem Blue Cross Select:** $1,302 (in 2021)
- **Anthem Blue Cross Traditional:** $1,567 (in 2021)

### CAPS Awards

- CAPS Awards $1,600 in Grants
- Vote Miller, Pacheco for CalPERS
- President’s Column: The State’s Return-to-Work Policies
- Recruit a Member, Earn $100
- State Sets 2022 CoBen Reimbursement
- Rules for State Emergency Time Off

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### WHAT’S INSIDE?

- CAPS Awards $1,600 in Grants
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### Dollar amounts are rounded.

*Replaces PERS Select, Care, and Choice plans. | **Replaces United Healthcare Signature Value Alliance.
Last month’s CAPSule detailed the many reasons CAPS endorses State Scientist David Miller’s re-election to the CalPERS Board of Directors and the candidacy of Jose Luis Pacheco, who is running for another open Board seat.

Still, this election is so vital that we want to take another opportunity to urge every CAPS member to vote. The CalPERS Board has just 13 seats, but CalPERS members elect only six. The Board oversees a pension fund with assets of $474 billion — more than double the State of California’s record-setting $196 billion budget for FY 2021-22. The stakes for public employees are enormous, yet relatively few CalPERS members participate in the fund’s Board elections.

CalPERS mailed a ballot package to eligible voters on August 27, 2021, that includes voting instructions. To be counted, your vote must be received by mail, telephone, or online by 11:59 p.m. PST on September 27. If you have questions about the board election process or need further assistance, email the CalPERS Board Election Coordinator or call (800) 794-2297.
THE STATE’S RETURN-TO-WORK POLICIES

I’ve heard from many members who want to know CAPS’ position on Governor Gavin Newsom’s requirement that employees show proof of vaccination or undergo weekly COVID testing and wear masks at work.

CAPS Board of Directors, which discusses and votes on our union’s official positions, has not taken one on the Governor’s policy. Rather, as CAPS does with every new policy, our responsibility is to determine whether it complies with applicable laws and the CAPS’ Memorandum of Understanding (MOU). CAPS’ attorneys spent considerable time reviewing relevant case law, statutes, regulations, and the MOU to conclude that the Governor’s policy is lawful. We understand that other unions have taken different positions – and we respect and understand their reasons for doing so.

CAPS must represent ALL members. And, over the last month, we have learned that our members have very firmly held, widely diverse opinions on the Governor’s requirements.

To be clear, if we concluded that the Governor’s order violated any of our members’ rights, we would fight it. CAPS has never been shy about doing this. CAPS was at the forefront of furlough lawsuits over a decade ago – and has continued to be active in the courts since. Whenever CAPS has determined a legal challenge is warranted, has a reasonable likelihood of success, and is in the best interests of our members, we take the appropriate action. Here, that is just not the case.

That said, CAPS had many questions for the Governor’s representative, the Department of Human Resources (CalHR), and posed them within a few days after learning about the policy. According to CalHR, the questions we asked helped them understand the matters important to our members and were critical to getting them addressed.

For example, CAPS requested information regarding whether employees on full remote duty would need to travel to the office to get weekly testing. The answer from the preliminary conversations we are having with the Administration is no. CAPS also asked about compensated time for testing. Since this is a health and safety precaution for the employer’s benefit, the Administration said that State Scientists will not need to use their own time for testing.

In sum, we respect all our members and their opinions. And we strive to do our best to advise you the best way we know how. With all of this in mind, CAPS advises you to comply with the Governor’s policy. We understand that this is not the advice some of our members want us to provide. However, it is the best advice to ensure you do not jeopardize your career. If you refuse to comply with the policy, your department can (and likely will) take disciplinary action against you. We do not want this to happen. If any member needs individual representation, I encourage you to contact your nearest CAPS office in Sacramento, San Francisco, or Los Angeles to discuss this further.

Finally, I want to thank you for supporting CAPS during these genuinely unprecedented times. These moments test our solidarity. I know that, together, we will emerge stronger for committing to each other despite our differences.
Your CAPS Consultation

YOU MAY QUALIFY FOR TIME OFF DURING A STATE OF EMERGENCY IF …

**Question:**
I live and work in a county where the Governor has declared a state of emergency because of a wildfire. Does that trigger any special considerations for me?

**Answer:**
As of mid-August, Governor Gavin Newsom had declared states of emergency for Siskiyou, Nevada, Placer, and El Dorado counties due to wildfires that have burned hundreds of thousands of acres and displaced tens of thousands of residents. The Governor may issue more declarations for other counties as he deems conditions merit.

If you **live or work** in a declared state-of-emergency area and meet one of the following conditions, you may qualify for Administrative Time Off under **California Code of Regulations 599.785.5**, **subject to approval by your employer**:

- Your normal place of business is temporarily closed during your normal work shift due to the effects of the emergency.
- The emergency prevents your ability to find reasonable routes or transportation from your residence to your workplace.
- The emergency presents an immediate and grave peril to you, your immediate family, or your principal residence.
- You are actively involved in a formal, organized effort to protect the health and safety of the general public (i.e., you’re a member of the auxiliary fire or police department, or local authorities ask you to assist with sandbagging efforts).
- You need to take time off to apply for disaster assistance from the Federal Emergency Management Agency.

**Your CAPS Consultation** highlights timely issues that come to the attention of CAPS’ labor-relations consultants and attorneys. Our seasoned, knowledgeable professionals assist CAPS Members – and only members – on matters concerning the Unit 10 MOU, supervisory/managerial disputes, state labor law, and civil service rules and regulations.