

Articles Covering Health Benefits

From the Master Agreement between the
State of California and SEIU Local 1000

SkillBrief

ARTICLE 9 – HEALTH AND WELFARE

9.1 Health Benefit Plans (Excludes Unit 3 and 17)

- A. *The employer health benefits contribution* for each employee shall be an amount equal to eighty percent (80%) 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 (4) 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 eighty percent (80%) of the weighted average of the additional premiums required for enrollment of those family members, during the benefit year to which the formula is applied, in the four (4) Basic health benefit plans that had the largest State active civil service enrollment, excluding family members, during the previous year. To be eligible for this contribution, an employee must positively enroll in a health plan administered or approved by CalPERS.
- B. *Employees who first become eligible* for health benefit enrollment on or after January 1, 2007, shall be subject to a one year vesting schedule for the employer health contribution for dependents as follows:
1. Fifty percent (50%) of the normal employer dependent portion of the contribution upon initial enrollment;
 2. Seventy-five percent (75%) of the normal employer dependent portion of the contribution upon completion of twelve (12) months of service; and
 3. One hundred percent (100%) of the normal employer dependent portion of the contribution upon completion of twenty-four (24) months of service.
- C. *The parties agree* to work cooperatively with CalPERS and the health plans to control premium increases.
- D. *Health Benefits Eligibility*
1. Employee Eligibility - For purposes of this section, “eligible employee” shall be defined by the Public Employees’ Medical & Hospital Care Act.
 2. Permanent Intermittent (PI) Employees
 - a) Initial Eligibility - A PI employee will be eligible to enroll in health benefits during each calendar year if the employee has been credited with a minimum of four hundred eighty (480) paid hours in one of two (2) 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 sixty (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 four hundred eighty (480) paid hours in a control period or nine hundred sixty (960) paid hours in two (2) 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).

9.1.3 Health Benefit Plans (Unit 3)

Health Benefit Plans

1. Health Program Description

Effective July 1, 2006, the State will pay the following employer health contributions. To be eligible for this contribution, an employee must positively enroll in a health plan administered or approved by CalPERS.

- a. The State shall contribute three hundred two dollars (\$302) per month for coverage of an eligible employee. (Party code one)
- b. The State shall contribute six hundred six dollars (\$606) per month for coverage of an eligible employee plus one dependent. (Party code two)
- c. The State shall contribute seven hundred eighty-eight dollars (\$788) per month for coverage of an eligible employee plus two (2) or more dependents. (Party code three)

Upon approval of funding by the Legislature and ratification by the Union, and effective no sooner than January 1, 2007 and January 1, 2008, the employer health benefits contribution for each employee shall be a flat dollar amount equal to eighty percent (80%) 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 (4) 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 flat dollar amount equal to eighty percent (80%) of the weighted average of the additional premiums required for enrollment of those family members, during the benefit year to which the formula is applied. In the four (4) Basic health benefit plans that had the largest State active civil service enrollment, excluding family members, during the previous benefit year.

- 2. Employees who first become eligible for health benefit enrollment on or after January 1, 2007, shall be subject to a two (2) year vesting schedule for the employer health contribution for dependents as follows:
 - a. Fifty percent (50%) of the normal employer dependent portion of the contribution upon initial enrollment:
 - b. Seventy-five percent (75%) of the normal employer dependent portion of the contribution upon completion of twelve (12) months of service; and

- c. One hundred percent (100%) of the normal employer dependent portion of the contribution upon completion of twenty-four (24) months of service.
- 3. The parties agree to work cooperatively with PERS and the health plans to control premium increases.
- 4. Health Benefits Eligibility
 - a. Employee Eligibility
 - i. For purposes of this section, “eligible employee” shall be defined by the Public Employees’ Medical and Hospital Care Act.
 - b. Permanent Intermittent (PI) Employees
 - i. Initial Eligibility – A PI employee will be eligible to enroll in health benefits during each calendar year if the employee has been credited with a minimum of four hundred eighty (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 PI employee must enroll in a health benefit plan within sixty (60) days from the end of the qualifying control period.
 - ii. Continuing Eligibility – To continue health benefits, a PI employee must be credited with a minimum of four hundred eighty (480) paid hours in a control period or nine hundred sixty (960) paid hours in two (2) consecutive control periods.
 - c. 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).

9.1.17 Health Benefit Plan/Vision Service Plan (Unit 17)

A. Consolidated Benefits (CoBen) Program Description

1. CoBen Allowance

The State agrees to pay the following contribution for the Consolidated Benefits (CoBen) Allowance.

The allowance is based on the Health Benefit party codes in a health plan administered or approved by CalPERS. To be eligible for this contribution, an employee must positively enroll in a health plan administered or approved by CalPERS.

The employer health benefits contribution for each employee shall be an amount equal to eighty percent (80%) 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 (4) 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 eighty percent (80%) of the weighted average of the additional premiums required for enrollment of those 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.

When an employee is appointed to a new position or class that results in a change in eligibility for the composite rate, the effective date of the change shall be the first of the month following the date the notification is received by the SCO if the notice is received by the tenth (10th) of the month.

2. Unit 17 employees who first become eligible for health benefit enrollment on or after January 1, 2007, shall be subject to a two (2) year vesting schedule for the employer health contribution for dependents as follows:
 - a. Fifty percent (50%) of the normal employer dependent portion of the contribution upon initial enrollment.
 - b. Seventy-five percent (75%) of the normal employer dependent portion of the contribution upon completion of twelve (12) months of service;
 - c. One hundred percent (100%) of the normal employer dependent portion of the contribution upon completion of twenty-four (24) months of service.
3. Description of the Consolidated Benefit (CoBen) Program
Employees will be permitted to choose a different level of benefit coverage according to their personal needs, and the State's allowance amount will depend on an employee's selection of coverage and number of enrolled dependents. The State agrees to provide the following CoBen benefits:
 - a. If the employee is enrolled in both a health plan administered or approved by CalPERS and a dental plan administered or approved by DPA, the health benefit enrollment party code will determine the allowance amount.
 - b. If the employee declines a health benefit plan which is administered or approved by CalPERS and certifies health coverage from another source, the employee's dental benefit enrollment party code will determine the amount of the contribution.
 - c. If the employee elects not to enroll in a health plan administered or approved by CalPERS and in a dental plan administered or approved by DPA and certifies health and dental coverage from other sources the employee will receive one hundred fifty-five dollars (\$155) in taxable cash per month. Cash will not be paid in lieu of vision benefits and employees may not disenroll from vision coverage. Employees do not pay an administrative fee.
 - d. PI employees shall only be eligible to participate in the CoBen Cash Option and receive a six (6) month cash payment for the first control period of each plan year.
 - e. If the employee elects not to enroll in a health plan administered or approved by CalPERS and certifies health coverage from another source, but enrolls in a dental plan administered or approved by DPA, the employee may receive the difference between the applicable composite contribution and the cost of the dental plan selected and vision benefits, not to exceed one hundred thirty dollars (\$130) per month. (The State will pay the premium cost of the dental plan and vision plan.) Cash will not be paid in lieu of

vision benefits, and employees may not disenroll from vision coverage. Employees do not pay an administrative fee.

- f. If the monthly cost of any of the State's benefit plans (health, dental and vision) in which an employee elects to enroll exceeds the State's maximum allowance amount as set forth in subsection A(1) and A(2) above, the employee shall pay the difference on a pre-tax basis. If there is money left over after the cost of these benefits is deducted, the remaining amount will be paid to the employee as taxable cash.

B. Health Benefits

1. Employee Eligibility

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

2. PI Employees

a. Initial Eligibility – A PI employee will be eligible to enroll in health benefits during each calendar year if the employee has been credited with a minimum of four hundred eighty (480) paid hours in a PI control period. 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 PI employee must enroll in a health benefit plan within sixty (60) days from the end of the qualifying control period.

b. Continuing Eligibility – To continue health benefits, a PI employee must be credited with a minimum of four hundred eighty (480) paid hours in a control period or nine hundred sixty (960) paid hours in two (2) 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).

4. The parties agree to work cooperatively with CalPERS and the health plans to control premium increases.

C. Dental Benefits

1. Contribution

The employer contribution for dental benefits shall be included in the Consolidated Benefits Allowance as specified in subsection A(1) and A(2) of this agreement.

2. Employee Eligibility

Employee eligibility for dental benefits will be the same as that prescribed for health benefits under subsections B(1) and B(2) of this agreement.

3. Family Member Eligibility

Family member eligibility for dental benefits is the same as that prescribed for health benefits under subsections A(2) and B(3) of this agreement.

D. Vision Benefit

1. Program Description

The employer agrees to provide a vision benefit to eligible employees and dependents. The employer contribution rates for the vision benefit shall be included in the Consolidated Benefits Allowance as specified in section A(1) and A(2). The vision benefit provided by the State shall have an employee co-payment of ten dollars (\$10) for the comprehensive annual eye examination and twenty-five dollars (\$25) for materials.

2. Employee Eligibility

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

3. Family Member Eligibility

Family member eligibility for vision benefits is the same as that prescribed for health benefits under subsections A(2) and B(3) of this agreement.

9.2 Dental Benefit Plans (Excludes Unit 17)

A. Contribution Amounts

1. Effective January 1, 2006, the State agrees to pay the following contributions for dental benefits. To be eligible for this contribution, an employee must positively enroll in a dental plan administered by the DPA.
 - a. The State shall pay up to thirty-five dollars four cents (\$35.04) per month for coverage of an eligible employee.
 - b. The State shall pay up to sixty-one dollars seventy-three cents (\$61.73) per month for coverage of an eligible employee plus one dependent.
 - c. The State shall pay up to eighty-nine dollars fifty-five cents (\$89.55) per month for coverage of an eligible employee plus two (2) or more dependents.
2. 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 twenty-five percent (25%) of the total premium.

B. Employee Eligibility

Employee eligibility for dental benefits is the same as that prescribed for health benefits under section 9.1 and 9.1.3 of this Contract.

C. Family Member Eligibility

Family member eligibility for dental benefits is the same as that prescribed for health benefits under section 9.1 and 9.1.3 of this Contract.

D. Coverage During First twenty-four (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-State-sponsored indemnity or preferred provider option plan until they have completed twenty-four (24) months of employment a permanent break in service during the twenty-four (24) month qualifying period. However, if no alternative plan or prepaid plan is available within a fifty (50) mile radius of the employee's residence, the employee will be allowed to enroll in the indemnity or preferred provider option plan.