

TENTATIVE
AGREEMENT 9/15/17

Union Revised Proposal
September 15, 2017

ARTICLE 13 - EMPLOYEE BENEFITS

13.1 Health Insurance

13.1.1 ^{OK} ~~The District and SCTA agree to negotiate in good faith on or before July 1, 2018, ~~mutually agreed~~ changes to the health plan consistent with this section. The Board shall provide all eligible employees with a choice of the Kaiser Plan and a mutually agreed upon alternative plan(s), which is currently HealthNet-HealthNet-EW. Summary plan descriptions of the health plans will be included in Appendix X. The level of benefits of the plan (e.g. out of pocket maximums, co-payments, services covered, network scope, etc.), when evaluated in the aggregate, may not be reduced, and the providers may only be changed through mutual agreement of the parties. The parties agree that any savings that result from making changes to health plans or in the reduction of health plan costs will be applied to the certificated bargaining unit. The parties will negotiate how to apply to the bargaining unit any such savings achieved by the District. Savings shall be defined as any total amount per plan that is lower on an actual cost basis. The annual anniversary date for health plan changes will be July 1st.~~ ^{to be achievable} ^{OK} ^{CC}