

LOCAL 21

MEMORANDUM OF AGREEMENT
HEALTH BENEFIT VESTING

This bilateral Agreement made and entered into this day August 15, 2016 by and between the parties: Berkeley Unified School District (BUSD) and International Federation of Professional & Technical Engineers Local 21, AFL- CIO (Local 21)

Effective on the day of ratification, any bargaining unit member who has been employed 40 years or more of creditable service with the District shall be entitled upon retirement to the minimum health employer contribution set by Public Employees' Medical and Hospital Care Act (PEMHCA).

Only employees retiring on or after January 1, 2017 shall be subject to the years of service criteria defined in this agreement.

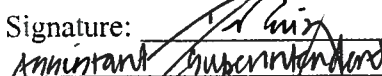
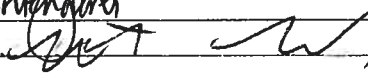
All members who have retired before the effective date of this memorandum are eligible for the minimum health employer contribution.

In order to receive the employer's contribution payable for post-retirement health benefits, annuitants who retire for disability must meet the credited years of service requirements set forth above.

Nothing in this Memorandum effects or requires a change to BUSD health benefits contribution to active employees and early retirees as defined in the Local 21 collective bargaining agreement.

This Memorandum shall apply only if the District elects to participate in the CalPERS program and if the CalPERS program continues to mandate the vesting requirements herein.

Agreed to:

District Signature: 
Title: Assistant Superintendent
Bargaining Unit Signature: 
Title: President
Date: 8-16-16

**Tentative Agreement
between the
Berkeley Unified School District
and the
International Federation of Professional and Technical Engineers, Local 21
August 11, 2016**

The Berkeley Unified School District (District) and the International Federation of Professional and Technical Engineers, Local 21, tentatively agree on the following changes to the collective bargaining agreement:

Article X. BENEFITS

28) Maintenance of Benefits:

a) a)—The District contribution to the cost of the health plan selected by the employee shall cover the cost of the premiums up to a maximum of the cost of Kaiser coverage for Fiscal Year 2003-2004 for a subscriber and two or more dependents, including domestic partners. Effective January 1, 2016, the District shall increase its contribution to health benefits by the equivalent of one percent (1%) in compensation, divided by the total number of bargaining unit members enrolled in District health benefits for Employee Plus One and Employee Plus Two or More. The parties agree that one percent (1%) equates to ninety-five dollars (\$95) per month increase (\$1,140/annually) to the District's contribution for Employee Plus One and Employee Plus Two or More. The District shall not automatically assume responsibility for the increase in employee health and welfare premiums after expiration of Fiscal Year 2015-2016. The District contributions effective January 1, 2016 for unit members who hold twelve (12) month positions are as follows:

<u>Employee Only:</u>	<u>\$830.86 month</u>
<u>Employee Plus One:</u>	<u>\$925.86 month</u>
<u>Employee Plus Two:</u>	<u>\$1,108.90 month</u>

Effective January 1, 2017, all eligibility rules for health benefits both active employees and retirees will be governed by CalPERS.

Effective January 1, 2017 and continuing thereafter until a different compensation agreement between the District and the Union is reached, the maximum District contribution to health benefits shall be established at the following levels for unit members who hold twelve (12) month positions:

<u>Employee Only:</u>	<u>\$830.62 month</u>
<u>Employee Plus One:</u>	<u>\$925.86 month</u>
<u>Employee Plus Two:</u>	<u>\$1,108.90 month</u>

Effective January 1, 2017, pursuant to Government Code section 22892 (b) and notwithstanding any other provision of this agreement, the District contribution for active employees shall not be less than CalPERS minimum required contribution (i.e. \$125/month for 2016).

Article XI. RETIREMENT

39) Retiree and Medical and Dental Benefits:

Supplemental Medical and Dental Benefits

Until age sixty-five (65), a unit ~~member~~ ~~employee~~ who has retired shall receive the same health and dental benefit coverage provided for other employees covered by this Agreement, provided, however, that the carrier or carriers of such supplemental health and dental coverage for the other employees covered by this Agreement shall provide such coverage for retirees. A unit member who has retired is defined as a person who is retiring under PERS and has been employed by the District for at least ten (10) years and is at least fifty-five (55) years of age, the last five (5) years of which were consecutive and immediate prior to retirement. In the event that the present carrier or carriers of such supplemental health and dental coverage cancel said coverage for employees who ~~that~~ have retired, the District will provide, if available, such supplemental health and dental coverage for those retirees under a different carrier or carriers.

All retirees and their dependents eligible for Medicare Part A must be registered in the Medicare system in order to qualify for the District-paid supplemental benefits. All retirees and their dependents must enroll in

Medicare Part B in order to qualify for District-paid supplemental benefits. All retirees and their dependents must assign those Medicare Part A (if eligible) and Medicare Part B benefits to the District medical supplemental plan carrier they are using in order to qualify for District-paid supplemental benefits.

In the event of any changes to the Medicare law that impact the applicability of this Article; the parties shall have the right to reopen this Article for a period of sixty (60) days following the date that those changes go into effect.

- ~~40)~~ After age sixty five (65), a retired unit member ~~employee~~ may enroll in a District supplemental medical plan, with the premium paid in advance by the retiree, provided the carrier provides such coverage. This provision applies to the retiree ~~employee~~ only.
- ~~41)~~ Retirees who have served in the Berkeley Unified School District for twenty (20) or more years shall receive supplemental medical coverage for themselves only, until age sixty-seven (67). Retirees covered under this section may, at their own expense, pay for the group supplemental medical coverage for their spouse.

40) CalPERS Health Benefits Eligibility

Effective January 1, 2017, retirees who are annuitants and purchase health benefits through CalPERS will receive a District monthly contribution for health benefits provided that they either:

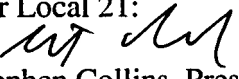
- a) retired before January 1, 2017, or
- b) they retired on or after January 1, 2017 and have been employed by the District for at least forty (40) years.

For 2017, this monthly contribution shall be one dollar (\$1). This monthly contribution shall be increased annually as required by Government Code section 22892 (c).

Retirees who do not meet the forty-year requirement in (b) above, but are annuitants under CalPERS or STRS may purchase health benefits through CalPERS.

41) Effective January 1, 2017, retirees receiving CalPERS health benefits or supplemental health benefits will have their share of the premiums (i.e. the full premium minus the District monthly contribution as provided in section 39) deducted from their annuitant checks as required by CalPERS and then receive reimbursement from the District by the end of the month to meet the District's obligations under section 40. If requested, the retiree will submit proof of payment to the District or its designated administrator.

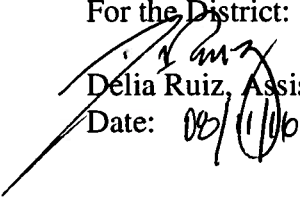
For Local 21:


Stephen Collins, President
Date: 8-11-16

Angela Long, Representative
Date:


8/11/2016

For the District:


Delia Ruiz, Assistant Superintendent

Date: 08/11/16