

TENTATIVE AGREEMENT

Article 9 HEALTH AND WELFARE BENEFITS

§ 9.1 Employee and Dependent Insurance Coverage

§ 9.1.1 In all aspects of benefits, coverage is extended to include domestic partners (same or different sex), subject to provider approval.

§ 9.1.2 There will be no additional health care cost sharing for classified staff for fiscal year 07/08 based on anticipated state COLA and rate information from health plan providers
~~For fiscal year 05/06 the District fully pays the health benefits programs currently in effect.~~

§ 9.1.3 Health and related benefits for 2006-07 are as follows:

- a. For the period July 1, 2006 – December 31, 2006, the District fully pays the health benefits programs currently in effect.
- b. For the period January 1, 2007 – June 30, 2007, the District pays no more than what it paid in 2005-06 pro-rated for a 6 month period, plus an additional amount equal to the 2006-07 State COLA applied to the pro-rated amount, the total adjusted for net new employees.
- c. For fiscal year 06/07 SEIU's share of costs in 9.1.3b above is \$61,271. This cost will be paid as a 0.326% redirected COLA out of the 0.48% in Article 7.1.3.
- d. The District and SEIU agree to work together to attempt to find ways to control medical costs.
- e. ~~Both parties acknowledge that, in 2006-07 negotiations, further discussion of potential salary and benefit adjustments may occur. Topics for discussion in 2006-07 may include but are not limited to any additional funding resources that may become available, such as State Budget 2006-07 resources being greater than assumed and ending fund balances being greater than budgeted.~~

Agreed to: _____, 2007

FOR THE DISTRICT'S TEAM:

FOR THE SEIU, LOCAL 1021 TEAM:

Karen Furukawa
Director, Human Resources

Tom Drumm
Field Representative