

Proposed Agreement on Healthcare and Salaries (Guild to District, October 9, 2014)

The Guild and District agree to the following:

- The District is to keep the Blue Shield Experience Rebates until the District proposes any additional medical benefit reductions, including reductions to the following benefits:
- Finance the adjunct healthcare fund at \$165,000 (additional \$80,000) per year to sustain the \$3,000 subsidy for adjunct faculty participating in the District's health plan. In exchange the Guild will not challenge the District's ACA eligibility formula.
- Effective 1/1/2015 Blue Shield HMO office visit co-pay increases from \$5 to \$10. Prescription benefits will change to a \$10 generic/\$20 brand prescription drug co-pay (currently \$5/\$10). Mail service prescription drug co-pay to change to \$20 for generic and \$40 for brand for a 90 day supply (currently \$5).
- Effective 1/1/2015, BS 90/10 PPO will change the deductible from \$250/\$500 to \$500/\$1,000 and the co-pay from \$10/visit to \$20/visit.
- Extend Healthcare opt-out program at current levels.
- For those retiring June 1, 2015 or after, retiree healthcare and long-term care allowances increase from the current \$8,500/yr. to \$10,200/yr. until the employee reaches Medicare eligibility age (currently 65).
- For those retiring June 1, 2015 or after, retiree Medicare gap insurance increases from the current \$150/month to \$200/month for 10 years from initial Medicare eligibility age (currently this would run from age 65 to age 75).

This Year Salaries

Increase all stipends and salary schedules by 1.325%

Agreed on: 10/9/14



Darren Leaver
Chief Negotiator, Guild



Ron Nakasone
Chief Negotiator, District