

SEIU, LOCAL 99
MEMORANDUM OF UNDERSTANDING
HEALTH BENEFIT ELIGIBILITY

This Memorandum of Understanding (MOU) is made and entered into this 16th day of June, 2016 by and between the Board of Education of the Los Angeles Unified School District ("District") and Service Employees International Union, Local 99 ("SEIU, Local 99") for employees in Units F and G.

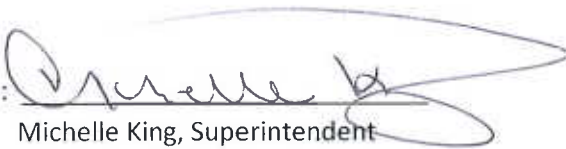
Pursuant to the parties' 2014-2017 collective bargaining Agreement, the District and SEIU, Local 99 have met and negotiated in good faith and have completed their negotiations on items previously sunshined.

The parties' 2014-2017 Agreement shall be modified as included in the attachment.

The above is subject to the final approval by the LAUSD Board of Education.


Date of agreement: 6/16/16


Los Angeles Unified School District

By: 
Michelle King, Superintendent

SEIU, Local 99

By: 
Max Arias, Executive Director

By: 
Barbara Torres
President

By: 
Robert Klimczak
Manager of Collective Bargaining
& Representation

Adopted and approved by the Board of Education on _____, 2016.

By: _____
Steven Zimmer
President



DISTRICT COUNTER- PROPOSAL
JUNE 16, 2016

The Board of Education and the Superintendent believe that negotiations over economic issues, including health benefits, must take into account:

1. Realities of both state and local economies, including the impacts of declining enrollment and previously negotiated Agreements on health benefits.
2. The District's ability to pay now and in the future, as required by the law regulating public schools.
3. The fact that our ability to support the Board Vision, District Mission, and Guiding Principles depends on our fiscal health, now and in the future.
4. The findings of the Report of the Independent Financial Review Panel.

In response to SEIU Local 99's proposal for the District to offer expanded health benefits to Unit F and Unit G employees, the District offers the following counter-proposal:

Effective in September 1 of the 2017-2018 school year:

- For all Unit F employees who work 800 hours or more in a year in any one assignment in the previous school year, a contribution for medical benefits will be provided which will be 100% of the annual premium cost for an employee only Kaiser Plan or a different plan with benefits comparable thereto; and a dental and vision plan.
- For all Unit G employees who work 1000 hours or more in a year in any one assignment in the previous school year, a contribution for medical benefits will be provided which will be 50% of the annual premium cost for an employee only Kaiser Plan or a different plan with benefits comparable thereto; and a dental and vision plan. Eligible employees in Unit G shall be responsible, through payroll deductions, for 50% of the premium cost for the medical, dental and vision plan.

Employees who elect dependent coverage shall be responsible for 100% of the premium cost of the dependent coverage through payroll deductions. Dependents may be enrolled subject to the terms and conditions of the plan.

This proposal will continue the current practice which does not include eligibility for lifetime benefits for Unit F or Unit G employees.

For the District

For SEIU, Local 99

Barbara Jones 6/16/16

Robert Jones 6-16-16

Robert Jones 6/16/16

Margaret Jones 6.16.16