

IFPTE Local 21, Unit 19 (Executive & Senior Management)
2022 Contract Negotiations – Solano County
Union Proposal #12
Date Presented: 8/4/22

Subject: Employee Healthcare

Solano County employees enrolled in Kaiser Family are paying a larger share of the total premium than employees in any other Bay Area county, resulting in significant impacts to take home pay. The County has not restored cuts made to employee healthcare over a decade ago during the Great Recession. Solano County employees are paying hundreds of dollars more per month for Kaiser family than county employees anywhere else in the Bay Area. The County's current contribution is significantly less than other Bay Area counties.

6.3 Cafeteria Plan

~~Effective with the coverage effective January 1, 2019, the County's contribution toward the health plan, as historically administered, shall be set at seventy-five percent (75%) of the 2019 PEMHCA Bay Area Kaiser Permanente family rate minus the PEMHCA MEC. ¶~~

~~Effective with the coverage effective January 1, 2020, the County's contribution towards the health plan, as historically administered, shall be set at seventy-five percent (75%) of the 2020 PEMHCA Region 1 Kaiser Permanente family rate minus the PEMHCA MEC. ¶~~

~~Effective with the coverage effective January 1, 2021, the County's contribution towards the health plan, as historically administered, shall be set at seventy-five percent (75%) of the 2021 PEMHCA Region 1 Kaiser Permanente family rate minus the PEMHCA MEC.~~

Effective with the coverage effective January 1, 2022, the County's contribution towards the health plan, as historically administered, shall be set at seventy-five percent (75%) of the 2022 PEMHCA Region 1 Kaiser Permanente family rate minus the PEMHCA MEC.

Effective with the coverage effective January 1, 2023, the County's contribution towards the health plan shall be at ninety percent (90%) of the annual PEMHCA Region 1 Kaiser Permanente family rate.

Additionally, with the pay period that includes the latter of October 6, 2019 or the beginning of the first pay period following adoption of the 2019 collective bargaining agreement, an employee enrolled in PEMHCA for "employee plus two or more dependents" shall receive a County contribution of fifty dollars (\$50.00) per month into the Cafeteria Plan. Said employee may use this County contribution for health insurance

obtain reimbursement of eligible dependent care expenses.

For the Union:

For the County:

DATE:

DATE: