



California  
School  
Employees  
Association

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April 27, 2016

Saodat Aziskhanova, President  
Glendale CCD Chapter #76  
10245 Sherman Grove Ave  
Sunland, CA 91040

**RE: Tentative Agreement**

Dear Chapter President Aziskhanova:

I have received the Tentative Agreement between the Glendale Community College School District and California School Employees Association and its Chapter #76. It has been reviewed in accordance with Policy 610. I have found no apparent violations of law, CSEA's Constitution and Bylaws or policies of the Association.

Please insure your chapter complies with the Policy 610 Ratification Notice and Ratification Meeting requirements as identified in your chapter constitution and bylaws, including the following:

- Calling a meeting of the bargaining unit for a secret ballot vote;
- At least a five (5) days meeting notice;
- Identifying the meeting time, date and location with an opportunity for discussion/debate;
- Attaching a copy of tentative agreement or a summary; and,
- Providing the Negotiating Committee's recommendation.

I would like to take this opportunity to acknowledge the time and effort spent by the Negotiating Committee and yourself in negotiations. Your involvement and dedication is truly appreciated.

Remember that the Tentative Agreement must be signed and dated in addition to being ratified by the parties.

Sincerely,

**CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION**

Espie Medellin  
Field Director

16 MN Re Tentative Agreement 76

EM:aa

C: Don Snyder, Area Director, Oscar Leon, Regional Representative, Andrew Prickett, Acting Senior Labor Relations Representative, Tron Burdick, Labor Relations Representative; File

**Counter Proposal**  
**From**  
**Glendale Community College District**  
**To**  
**California School Employees Association and its Glendale Chapter 76**

**November 18, 2015**

**ARTICLE IX - HEALTH AND WELFARE BENEFITS**

**SECTION 1.** Eligibility for Full-Time Employees - The District will provide a health and welfare program for each regular full-time school year employee, as provided herein. The District will consider an employee working thirty (30) hours or more a week as a full-time employee for the purposes of this Article. The District will continue to pay the entire premium for eligible employees. Employees hired on the first (1st) working day of the month, regardless of their assignment, shall have all benefits and entitlements effective on the first (1st) day of the calendar month in which they were hired. Employees hired between the second (2<sup>nd</sup>) working day of the month and the last working day of the month, regardless of their assignment, shall have all benefits and entitlements effective on the first (1st) day of the calendar month following the month in which they were hired.

**A.** One (1) of three (3) health plans for employees and dependents, and domestic partners selected from:

1. Blue Shield Medical Program (PPO) Policy #961767 to include domestic partner coverage, (\$10 \$20 office visit co-pay, \$10 generic/\$15 brand/\$30 non-formulary prescription co-pay) and a premium retro plan. The Blue Shield PPO deductible is \$500 for an individual and \$1,000 for two party or family plan. The policy with its provisions shall be attached as part of the master Agreement. (Domestic Partner Coverage)
2. Blue Shield HMO Policy #H51353 to include domestic partner coverage, (\$5 \$10 office visit co-pay, \$10 generic/\$5 \$20 brand/\$5 non-formulary prescription co-pay), and a premium retro plan. The policy with its provisions shall be attached as part of the master Agreement. (Domestic Partner Coverage)
3. Kaiser Permanente Medical Plan - Group No. 2838-00 (\$10 office visit, \$10 generic/\$20 brand prescription co-pay.) The policy with its provisions shall be attached as part of the master Agreement. (Domestic Partner Coverage)

~~B. A-One (1) of two (2) health plans for employees, their dependents, and domestic partners hired after June 30, 1995 who are hired to work in the Food Services Department or the Child Development Center.~~

- ~~1. Blue Shield HMO Policy #H51353 to include domestic partner coverage, (\$5 \$10 office visit co-pay, \$10 generic/\$5 \$20 brand/\$5 non-formulary prescription co-pay), and a premium retro plan. **The Blue Shield 90/10 PPO deductible will change from \$250/\$500 to \$500/\$1,000.** The policy with its provisions shall be attached as part of the master Agreement. (Domestic Partner Coverage)~~
- ~~2. Kaiser Permanente Medical Plan - Group No. 2838-00 (\$10 office visit, \$10 generic/\$20 brand co-pay prescription.) The policy with its provisions shall be attached as part of the master Agreement. (Domestic Partner Coverage)~~
- ~~3. Employees who become employees in the Food Services Department or the Child Development Center by reason of transfer, demotion, promotion, or reassignment are exempted from Article IX Section 1, A.~~

~~B. One (1) of three (3) health plans for employees and dependents, and domestic partners selected from:~~

- ~~4. Blue Shield Medical Program (PPO) Policy #061767 to include domestic partner coverage, (\$10 \$20 office visit co-pay, \$10 generic/\$15 brand/\$30 non-formulary prescription co-pay) and a premium retro plan. The Blue Shield PPO deductible is \$500 for an individual and \$1,000 for two party or family plan. The policy with its provisions shall be attached as part of the master Agreement. (Domestic Partner Coverage)~~
- ~~5. Blue Shield HMO Policy #H51353 to include domestic partner coverage, (\$5 \$10 office visit co-pay, \$10 generic/\$5 \$20 brand/\$5 non-formulary prescription co-pay), and a premium retro plan. The policy with its provisions shall be attached as part of the master Agreement. (Domestic Partner Coverage)~~
- ~~6. Kaiser Permanente Medical Plan - Group No. 2838-00 (\$10 office visit, \$10 generic/\$20 brand prescription co-pay.) The policy with its provisions shall be attached as part of the master Agreement. (Domestic Partner Coverage)~~

C. A dental plan for the employee, spouse and dependents to be provided by the Delta Dental Service comparable to Plan #6527-0004. Annual dental coverage shall be one thousand two hundred dollars (\$1200) per person **for a Premier Plan**. Annual dental coverage shall be one thousand four hundred (\$1400) per person if the dentist is within the Delta Dental PPO Network.

D. A vision plan for the employee and spouse or one (1) eligible dependent to be provided by Vision Service Plan comparable to Plan #903276.

A spouse or one (1) eligible dependent may be covered. Any change of a covered spouse or dependent must occur during open enrollment and must remain in effect for two (2) years.

E. A ~~twenty-five~~ **thirty** thousand dollars ~~(\$25,000)~~ **(\$30,000)** level term group life insurance policy with A D & D, for the employee only, subject to ADEA.

F. An Employee Assistance Program

~~4.~~The District shall provide access to each **regular permanent** employee and their dependents to an Employee Assistance Program (EAP). This program shall be voluntary and completely confidential. No information regarding actions with employees may be reported back to the District other than statistical data. ~~The District shall provide for a District Employee Assistance Program/Wellness Committee with representation by the GSEA (2), the Guild (2), the Senate (2), Confidential (1) and the Administration (2) titled the Employee Assistance Program Committee to~~

**G. A Health Benefits Committee with CSEA representation will review and recommend wellness activities. Recommendations shall be made annually to provide for wellness activities for all employees.**

## SECTION 2.

Eligibility for Part-Time Employees - The District will provide a health and welfare program for each regular school year employee working part-time at least twenty (20) but less than thirty (30) hours per week, as provided herein. The District will continue to pay the entire premium for eligible employees. Employees hired on the first (1st) working day of the month, regardless of their assignment, shall have all benefits and entitlements effective on the first (1st) day of the calendar month in which they were hired. ~~Employees hired between the second (2<sup>nd</sup>) working day of the month and the last working day of the month, regardless of their assignment, shall have all benefits and entitlements effective on the first (1st) day of the calendar month following the~~

month in which they were hired.

- A. One (1) of two (2) health plans for employees hired after June 30, 1995, who are hired to work in the Food Services Department or the Child Development Center.
1. Blue Shield HMO Policy #H51353 (~~\$5~~ \$10 office visit co-pay, \$10 generic/~~\$5~~ \$20 brand/~~\$5 non-formulary~~ prescription co-pay), and a premium retro plan.
  2. Kaiser Permanente Medical Plan - Group No. 2838-00 (\$10 office visit, \$10 generic/\$20 brand prescription co-pay.)
  3. Employees who become employees in the Food Services Department or the Child Development Center by reason of transfer, demotion, promotion, or reassignment are exempted from Article IX, Section 2, A.
- B. A group health insurance for the employee only, to be selected from the plans specified in Section 1, B above.
- C. A dental plan for the employee only, to be provided by the Delta Dental Service comparable to Plan #6527-0004. Annual dental coverage shall be one thousand two hundred dollars (\$1200) per person **for a Premier Plan**. Annual dental coverage shall be one thousand four hundred (\$1400) per person if the dentist is within the Delta Dental PPO Network.
- D. A vision plan for the employee to be provided by Vision Service Plan comparable to Plan #903276.
- E. A ~~twenty-five~~ fifty thousand dollars (~~\$25,000~~) (\$50,000) level term group life insurance policy with A D & D, for employee only.
- F. Employees covered under the Blue Shield HMO medical program will receive paid prescription coverage (\$10, ~~\$5~~ \$20, ~~\$5~~ co-pay) for employees.
- G. An Employee Assistance Program
4. The District shall provide access to each **regular permanent** employee and their dependents to an Employee Assistance Program (EAP). This program shall be voluntary and completely confidential. No information regarding actions with employees may be reported back to the District other than statistical data. The

~~District shall provide for a District Employee Assistance Program/Wellness Committee with representation by the CSEA (2), the Guild (2), the Senate (2), Confidential (1) and the Administration (2) titled the Employee Assistance Program Committee to~~

**H. A Health Benefits Committee with CSEA representation will review and recommend wellness activities. Recommendations shall be made annually to provide for wellness activities for all employees.**

**SECTION 3.** Vision Benefits Contingency - Both parties agree that in the event a different bargaining unit is granted additional vision benefits, this bargaining unit shall receive the same benefit for the duration of the contract.

**SECTION 4.** Health Coverage for Domestic Partners - The District will provide health plan coverage for domestic partners of employees who work at ~~least full-time .75% equivalent full-time equivalent employees~~ under the Blue Shield of California coverage under the following conditions:

- A.** All Blue Shield health plans participating in the District's health benefit's program will provide coverage for domestic partners and agree to the same definition of a domestic partner.
- B.** To qualify as a "domestic partner" the following conditions must exist:
1. Each of the domestic partners is eighteen (18) years of age or older.
  2. The domestic partners share a close personal relationship and are responsible for each other's common welfare.
  3. The domestic partners are each other's sole domestic partner.
  4. The domestic partners are not married to anyone nor have had another domestic partner within the prior six (6) months.
  5. The domestic partners are not related by blood closer than would bar marriage in the State of California.
  6. The domestic partners share the same regular and permanent residence, with the current intent to continue doing so indefinitely.
  7. The Domestic partners are jointly financially responsible for "basic living expenses," defined as the cost of basic food,

shelter, and any other expenses of a domestic partner which the partner qualified because of the domestic partnership. (Note: Domestic partners need not contribute equally or jointly to the cost of these expenses as long as they agree that both are responsible for the cost.)

8. Both domestic partners were mentally competent to consent to the contract when their domestic partnership began.
- C. The District agrees to pay the same toward the cost of coverage for an employee with an enrolled domestic partner (or domestic partners with children) as it pays toward the cost of coverage for an employee with a spouse (or spouses with children.)
- D. The District agrees to offer COBRA to domestic partners and to domestic partners with children as it does for other employee dependents.
- E. Domestic partners may only be enrolled when initially eligible or at the annual open enrollment period. If a domestic partner relationship is terminated while under this coverage the employee must wait for one (1) year before another domestic partner can be covered under the District plan.
- F. An employee desiring to enroll a domestic partner in the District Health plan will complete a District form prepared for this purpose. The domestic partners by signing this agreement will accept the conditions that are set forth. (see Appendix "A1")
- G. The employee member of the domestic partner relationship agrees to provide written notice to the Employee Benefits Assistant in payroll if there is any change of circumstances in the relationship within thirty (30) days of the change by filing a Statement of Termination of Domestic Partnership in writing.
- H. All Kaiser health plans participating in the District's health benefit's program will provide coverage for domestic partners and agree to the same definition of a domestic partner. The Kaiser form will be used for this benefit and is attached to the Agreement as Appendix "A2".

~~SECTION 5 — 2007 — 08 Health and Welfare Benefits~~

- ~~A. The District will absorb all health and welfare cost increases for 2007-08 (plan year commencing on January 1, 2008)~~

B. The District agrees to offer a second Blue Shield HMO option to current bargaining unit retirees. Both parties agree that this is a pilot offering and agreement will need to be reached by both parties for it to be continued beyond this year.

#### **SECTION 5. Cash-in-lieu of Medical Benefits**

All eligible employees should have health coverage in either a District plan or a plan provided through a spouse or domestic partner who does not work for Glendale Community College District. An employee who is eligible for a District-paid health plan and is covered by another health plan through a spouse or domestic partner may voluntarily opt out of the District plan.

The employee will be paid the amount listed in the chart below for each month he/she is eligible for a District-paid health plan but is not covered.

<u>Number of employee opting out</u>	<u>Monthly incentive amount</u>
<u>8 or fewer</u>	<u>\$250</u>
<u>9 to 11</u>	<u>\$400</u>
<u>12 to 14</u>	<u>\$500</u>
<u>15 or more</u>	<u>\$550</u>

To participate in this option, the employee must show proof of coverage from the other health plan and the stipends will be effective on the first working day of the subsequent month. If an employee receiving this stipend and loses health coverage through his/her spouse or domestic partner, he/she will be required to be re-enrolled in one of the District's plans on the first working day of the subsequent month of the loss of coverage and stipends will end the month of termination of the other plan. To be re-enrolled in a District plan, the employee must show proof of termination from the other health coverage within 30 days of termination.

The employee shall receive the money in a stipend check in July for the period of January through June of that year and in January of the following year for the period of July through December of prior year.

The stated monthly stipend amounts are for full time employees. Stipends amount for permanent part time employees will be prorated according to their FTE.

**ARTICLE IX - HEALTH AND WELFARE BENEFITS**

Date December 18, 2015

For the Association:

[Signature]  
[Signature]  
[Signature]  
[Signature]  
[Signature]  
[Signature]

For the District:

[Signature]  
   
   
   
   
 

[Signature]  
**Tron Burdick**  
**Labor Relations Representative**