

**Memorandum of Understanding
Between
Fremont Union High School District and CSEA, Chapter 237
March 23, 2021**

ARTICLE FIVE: HEALTH AND WELFARE BENEFITS

5.1 Coverage

The parties agree that CSEA may choose its own broker for health care benefits, and that CSEA retains control of the content of the plans. If, at any time during the term of this contract, CSEA wishes to modify its coverage for unit members, and/or decrease costs (for example, increasing co-payments, changing carriers, or eliminating certain coverage), CSEA will recommend that these changes be made and the District shall implement these recommendations as soon as practicable. All eligible bargaining unit members shall be provided the opportunity to receive health and welfare benefits. Less than full time members may elect to receive benefits on a pro-rated basis. Members who work less than four hours per day are not eligible for medical benefits.

5.1.1 The District's contribution to health benefits (Medical/Dental/Vision) shall be equal to the sum of the single payer (EE Only) Kaiser HMO Medical Premium, the Dental monthly rate and the Vision monthly rate. This rate shall adjust annually, up to a maximum of 10%, in January of each year based on the rate sheet as provided by the approved health care provider.

5.1.2 Should any Health benefit plans in effect include an "opt out" option, CSEA retains the right to determine any incentive given. Any incentives are contingent on the requirements and limitations of the carriers, as well as any other applicable regulations.

5.1.2.1 Any member who chooses to opt out of medical benefits shall receive \$135 cash in lieu of benefits. (Opt out subject to rules and regulations of the current Health Plan carrier and applicable laws.)

5.1.2.2 Any member that chooses to opt out of Dental benefits shall receive \$25 cash in lieu of benefits. (Opt out subject to rules and regulations of the current Dental Plan carrier and applicable laws.)




Ron McNeil, CSEA President

4/20/21
Date


Anna Delgadillo, CSEA Negotiations Chair

4/20/21
Date


James Trujillo, CSEA Labor Representative

4/20/21
Date


Graham Clark, Deputy Superintendent

4/20/21
Date