

SEIU BARGAINING UNIT
2026/2027 COST OF HEALTH BENEFITS
SEIU Employees Working 6 hrs per day or more

Kaiser Traditional HMO \$10 OV; \$10 RX	Total Monthly Medical Premium	SCOPE Pays	12 month Share of Cost	9 month Share of Costs
EE only	1269.00	1078.65	190.35	253.80
EE + 1 Dep	2,679.00	2,277.15	401.85	535.80
EE + 2/more	3,720.00	3,162.00	558.00	744.00
Kaiser Traditional HMO \$20 OV; \$10-\$20 RX	Total Monthly Medical Premium	SCOPE Pays	12 month Share of Cost	9 month Share of Costs
EE only	1241.00	1078.65	162.35	216.47
EE + 1 Dep	2,620.00	2,277.15	342.85	457.13
EE + 2/more	3,638.00	3,162.00	476.00	634.67
Kaiser Deductable HMO (DHMO) \$500	Total Monthly Medical Premium	SCOPE Pays	12 month Share of Cost	9 month Share of Costs
EE only	1097.00	1097.00	0.00	0.00
EE + 1 Dep	2,314.00	2,314.00	0.00	0.00
EE + 2/more	3,213.00	3,213.00	0.00	0.00
Kaiser HSA High Deductible Health Plan (HDHP) \$1,700 / \$3,400	Total Monthly Medical Premium	SCOPE Pays	12 month Share of Cost	9 month Share of Costs
EE only	809.00	809.00	0.00	0.00
EE + 1 Dep	1,707.00	1,707.00	0.00	0.00
EE + 2/more	2,370.00	2,370.00	0.00	0.00
Blue Shield 100% Plan B	Total Monthly Medical Premium	SCOPE Pays	12 month Share of Cost	9 month Share of Costs
EE only	1,207.00	1078.65	128.35	171.13
EE+1 Dep	2,565.00	2,277.15	287.85	383.80
EE+2/more	3,571.00	3,162.00	409.00	545.33
Blue Shield 90% Plan E	Total Monthly Medical Premium	SCOPE Pays	12 month Share of Cost	9 month Share of Costs
EE only	1,113.00	1078.65	34.35	45.80
EE+1 Dep	2,358.00	2,277.15	80.85	107.80
EE+2/more	3,278.00	3,162.00	116.00	154.67
Blue Shield 80% Plan G	Total Monthly Medical Premium	SCOPE Pays	12 month Share of Cost	9 month Share of Costs
EE only	978.00	978.00	0.00	0.00
EE+1 Dep	2,069.00	2,069.00	0.00	0.00
EE+2/more	2,877.00	2,877.00	0.00	0.00
Blue Shield 2-Tier HSA \$5,000	Total Monthly Medical Premium	SCOPE Pays	12 month Share of Cost	9 month Share of Costs
EE only	679.00	679.00	0.00	0.00
EE+1 Child	1,402.00	1,402.00	0.00	0.00
EE+2/Children	1,402.00	1,402.00	0.00	0.00
Blue Shield WABE	Total Monthly Medical Premium	SCOPE Pays	12 month Share of Cost	9 month Share of Costs
	679.00	679.00	0.00	0.00

Payroll deduction for 10 or 11 month employees share of monthly premium cost will begin on the September payroll and end on the May payroll. In other words SEIU employee share of premiums for 12 months of coverage is taken as a payroll deduction in 9 months.