

JOINT HEALTH AND WELFARE BENEFITS NEGOTIATIONS

TENTATIVE AGREEMENT

Among and between the

**CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION, CHAPTER 624
LOS ANGELES COUNTY EDUCATION ASSOCIATION
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 99
and the
LOS ANGELES COUNTY OFFICE OF EDUCATION**

10/2/2015

1. LACOE will provide reimbursement for employee premium contributions made on October 5, November 5, and December 5, 2015 to active unit members and employees. CSEA, LACEA, LACOE, and SEIU will contribute the remaining funds from the active employees Joint Benefits Account Fund as part of this reimbursement. This reimbursement shall be distributed to all active unit members and employees who made those contributions by February 28, 2016.
2. LACOE will assume one hundred percent (100%) of the one-time cost for Health and Welfare increases for active unit members and employees effective January 1, 2016 through December 31, 2016.
3. LACOE will assume one hundred percent (100%) of the run-out/unreimbursed costs of unit member and employee health and welfare benefits for the health and welfare benefit calendar year ending December 31, 2015.
4. Active unit members and employees shall have the opportunity to opt out of LACOE's medical plans if the unit member can provide evidence of other health coverage effective January 1, 2016 through December 31, 2016. Active unit members and employees who opt out of medical plans shall receive an annual amount of \$2,000 to be paid in ten equal payments of \$200.00 during plan year. At least 57 active unit members or employees shall participate in the opting out plan to activate plan payments. If there are not enough active unit members or employees enrolled in the opting out plan to activate opt out plan payments, unit members and employees participating in the plan may reinstate LACOE health coverage.

IN WITNESS WHEREOF, the Parties have executed and entered into this agreement as of the date first written above.

**CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION,
CHAPTER 624**

DATED: 10/2/15

By: _____

MICHAEL MATTHEWS
(Print Name)

**CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION,
CHAPTER 624**

DATED: 10/2/15

By: _____

Eunice Grigsby
(Print Name)

LOS ANGELES COUNTY EDUCATION ASSOCIATION

DATED: _____

By: _____

Brian Christian
(Print Name)

LOS ANGELES COUNTY EDUCATION ASSOCIATION

DATED: 10/2/15

By: _____

Elena P. Johnson
(Print Name)

**SERVICE EMPLOYEES INTERNATIONAL UNION,
LOCAL 99**

DATED: 10/2/15

By: _____

BEVERLY CARTER
(Print Name)

**SERVICE EMPLOYEES INTERNATIONAL UNION,
LOCAL 99**

DATED: 10/02/2015

By: _____

RAMON BERNARDO CARRERA
(Print Name)

LOS ANGELES COUNTY OFFICE OF EDUCATION

DATED: 10/2/15

By: _____

Darren McDuffie
(Print Name)