

**JVS SOCIAL & AFSCME LOCAL 800
GAIN HEALTHCARE SIDE LETTER**


JVS SoCal and AFSCME Local 800 hereby agree to modify Article 34.A of the Parties' existing Collective Bargaining Agreement governing the GAIN bargaining unit and dated February 1, 2020, through December 30, 2024, to read:

A. Hospital and Medical Insurance

1. All employees who desire hospital and medical insurance shall be covered by the Employer under an Employer plan upon the first day of the month following the completion of thirty (30) days of employment.
2. Effective January 1, 2024, JVS SoCal shall provide the Kaiser + Nonstop plan and shall pay for 100% of an employee's individual, monthly insurance premium. The employee shall be responsible for the premium differential for dependent and family coverage. In the event that the cost of health insurance increases, then JVS SoCal shall pay all of the insurance-premium increase (i.e., maintenance of benefits) for the employee's individual coverage through December 30, 2024.
3. In conjunction with and pursuant to the Kaiser + Nonstop plan, JVS SoCal shall provide a health-care reimbursement account for up to \$5,000/year in medical reimbursements for the employee and up to \$10,000/year in medical reimbursements for the family.
4. Employer retains the right to change the plan description so as to minimize any increase in insurance premiums to both the employee and employer so long as it "meets and consults" with the union prior to any significant alteration in plan description.
5. Nothing herein shall preclude the parties from meeting and negotiating at the request of either party regarding changes to the dental and/or medical plan features including such issues as the provider/insurer, increases in deductibles or changes in co-payments in order to reduce future premium increases in advance of each plan year.
6. If an employee separates from service, the Employer shall not be required to make any additional payments for medical insurance beyond the month the separation is effective. The cost of coverage for members of the employee's family including domestic partner will be assumed entirely by the employee.

IT IS SO AGREED:


Jeff Carr (Dec 15, 2023 08:35 PST)
Jeff Carr, Chief Executive Officer
for JVS SoCal


Lilia Arbona (Dec 15, 2023 18:40 PST)
Lilia Arbona, President
for AFSCME Local 800