

Collective Bargaining Agreement between SEIU 1021 & APEB

Title Provision

Agreement

FORMAT:

Update title of Union from SEIU 616 to SEIU 1021

Incorporate relevant "side-letters" into agreement.

TERM:

September 1, 2013 to September, 1 2015

HEALTH & WELFARE:

- Maintain current level of employer contribution to medical benefits
- Add language for 'Opt Out' option within legal guidelines.
- Committee to explore impact of the impacts of Affordable Healthcare Act.
- Health Reopener in 2014

WAGES:

If the agency has an increase in funding, the employer will notify the Union and the parties will meet to bargain over wages.

APPENDIX A & B:

Update position titles and remove out-of-date pay ranges

Other agreements that are not in the collective bargaining agreement:

1. APEB will sponsor a one-day **retreat** during paid work time to be held off-site. There will be a committee to plan it.
2. Revise whole Collective Bargaining Agreement: SEIU 1021 Union Rep, Rachele Savola and Pat Williams of APEB will complete this within 90 days.
3. APEB will add agreed upon language re: the Time Clock procedure to the Employee Handbook.



SEIU 1021

9-1-13

Date



APEB

9/1/2013

Date

AIDS Project of the East Bay and SEIU 1021

Tentative Agreement

1. The term of agreement is from December 31, 2012 to June 30, 2013.
2. Two Health benefit plans will be offered concurrently for the time being. Employees can choose which plan to participate in.
 - a. The Kaiser group plan will continue. APEB will contribute the monetary amount equal to the amount that would be spend on the Blue Shield plan, and the employee will be responsible for the remaining amount of the monthly premium contribution which will be deducted from their paycheck.
 - b. The other plan is through Anthem Blue Cross which is identical in benefits and maintains the current \$5 co-pay cost. The employer will pay for the entire cost of the monthly premium.
 - c. Employees will be given two weeks as a reasonable notification as to when their coverage will switch to Anthem Blue Cross.
3. If it is feasible the employer will allow a few individuals who can obtain affordable health insurance on their own to opt out of the medical plan, purchase their insurance directly and be reimbursed for 75% of what APEB would contribute towards covering them through the group plan. In order to comply with grant regulations, the employee will need to show documentation of their coverage.
4. Savings incurred from APEB switching to the less expensive group health plan, will be used towards a Cost of Living Allowance (COLA) wage increase of approximately 1%. The parties will meet by July 1st, to review the budget and set that COLA increase.
5. Within the next 90 days the Union and the employer will to remove the outdated salary scale in the Collective Bargaining Agreement appendix and incorporate past side letters, extensions, addendums and memorandum of agreements.

Notations

- a. A "gap" payment program through Ben-e-lect is offered to assist employees in off-setting the costs.
- b. APEB will look into the possibility of setting up a Health Care Flexible Spending Account (HSA). This would enable an employee to pay for expenses (such as co-pays and prescriptions) allowed under Sections 105 and 213(d) of the IRS Code which are not covered by insurance, the GAP plan; and save taxes at the same time. This is commonly referred to as an IRS 125 "Cafeteria plan".
- c. For part-time employees who work less than 20 hours a week, the employer's contribution will be pro-rated based on the number of hours worked.

Pichele Garcia

SEIU 1021

4/4/2012

Date

Al B-e

AIDS Project of the East Bay

4/4/2012

Date

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