

<b>HUMAN RESOURCES MEMORANDUM 14-026</b>		DATE ISSUED: November 5, 2014
SUBJECT: <b>Mid-Year Consolidate Benefits Contribution Changes – Bargaining Unit 13</b>		REFERENCE: PML 2014-036
TO: Managers, Supervisors, Personnel Liaisons, Attendance Clerks, and Personnel Transactions Supervisors and Specialists		SUPERSEDES: <i>HR Memo 14-016</i>

**PLEASE ENSURE THAT THIS INFORMATION IS SHARED WITH YOUR EMPLOYEES**

**Purpose** The purpose of this memo is to provide the following health contribution and dependent vesting changes for Bargaining Unit 13 employees.

**Health Contribution** Effective with the October 2014 pay period, the health contribution rates for Bargaining Unit 13 are as follows:

Coben Contribution

Employee:	\$512
Employee plus 1 dependent:	\$1,024
Employee plus 2 or more dependents:	\$1,328

Dependent Health Vesting Schedule

	<u>Dependent Contribution Level</u>	
	<u>50%</u>	<u>75%</u>
Employee:	\$512	\$512
Employee plus 1 dependent:	\$768	\$896
Employee plus 2 or more dependents:	\$920	\$1,124

**New Hires** Effective with the November 2014 pay period:

- Employees in Bargaining Unit 13 who first become eligible for health benefits on or after October 26, 2014, should be placed in the 75 percent dependent health vesting contribution tier for the first 12 months of service.
- Upon completion of 12 months of service, these employees should begin receiving the full state contribution in effect at that time.

**Existing Employees**

Effective with the November 2014 pay period:

- The State Controller's Office will place Bargaining Unit 13 employees, who were receiving a 50 percent dependent health contribution on October 31, 2014, in the 75 percent contribution tier, until they have completed 12 months of service since first becoming eligible for health benefits.
  - The State Controller's Office will place employees, who were receiving a 75 percent dependent health contribution on October 31, 2014, in the 100 percent contribution tier, if they have completed 12 months of service since first becoming eligible for health benefits.
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**Tracking and Reporting**

Departments should continue their current processes surrounding tracking and reporting of employee vesting status. Any changes in vesting status for Bargaining Unit 13 employees, including Permanent Intermittents, must continue to be reported to the State Controller's Office.

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**Questions**

If employees have questions regarding their union agreement, they should contact their union representative directly. All other questions may be directed to your assigned OHR Personnel Specialist.

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**ANGIE BOLDRINI**, Personnel Officer  
Office of Human Resources

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