

<b>HUMAN RESOURCES MEMORANDUM 15-013</b>		DATE ISSUED: 07/08/2015
SUBJECT: <b>Dependent Health Vesting Changes – Bargaining Unit 18</b>		REFERENCE: PML 2015-020
TO: Employee Relations Officers, Personnel Officers, Personnel Transactions Supervisors, Labor Relations Officers, Personnel Liaisons, Attendance Clerk, DGS Managers and Supervisors		SUPERCEDES:

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

**Purpose**            The purpose of this memorandum is to provide the following dependent health vesting changes for Bargaining Unit 18 employees:

**New Hires**            Effective July 1, 2015:

- Employees in Bargaining Unit 18 who first become eligible for health benefits on or after July 1, 2015, 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 July 2015 pay period:

- The State Controller’s Office will place Bargaining Unit 18 employees who were receiving a 50 percent dependent health contribution on June 30, 2015, 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 Bargaining Unit 18 employees who were receiving a 75 percent dependent health contribution on June 30, 2015, in the 100 percent contribution tier, if they have completed 12 months of service since first becoming eligible for health benefits.

**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 18 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.

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

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