

2009-2012 Union Contract Contract Amendment Summary for Social Worker Bargaining Units 711, 723 and 777

Social Workers Bargaining Unit, Children's Social Workers Bargaining Unit and Supervisory Social Workers Bargaining Unit

The SEIU Local 721 Bargaining Policy Committee, in securing the fringe benefits agreement contract amendment, also won several contract provisions to strengthen rights and job protections for Union members. One of those key bargaining provisions was a "grandfather clause" which allows those in the social workers bargaining units currently participating in the CIGNA or CAPE Blue Shield plans to retain their plan. This contract provision was incorporated into the Employee Benefits article as part of the one-year contract extension for the social worker bargaining units.

Article 23 Employee Benefits

The article is amended to extend eligibility, effective January 1, 2012, to the *Options* Flexible Benefit Program as is currently the case for all other SEIU Local 721 bargaining units.

New language provides that those currently enrolled in the CIGNA and CAPE Blue Shield plans may remain in their current benefit plan (grandfather provision).

CIGNA and CAPE Blue Shield participants will be able to enroll in *Options* for the 2012 Plan Year. New Hires, beginning January 1, 2011, will only be eligible for the *Options* flexible benefit program.



Voting Instructions

Please ensure your vote is counted by following the Voting Instructions printed on the back of your ballot. Your ballot must be received by **5:00 PM on Tuesday, November 30, 2010**. Ballots will be counted immediately following on November 30 at SEIU Local 721, 500 S. Virgil Ave., Los Angeles, CA 90020.

OPTIONS TRANSITION FOR SOCIAL WORKER BARGAINING UNITS

The three social worker bargaining units (711, 723, and 777) shall be transitioned into the *Options* flexible benefit program and those currently enrolled in the CIGNA plans and CAPE Blue Shield plans shall be able to retain their current plan (grandfather provision).

AFFECT ON CURRENT CHOICES PARTICIPANT

Current Benefit Plan	Contract Provision	What This Means
Choices Kaiser HMO	Automatically becomes an <i>Options</i> participant effective January 1, 2012.	Enrolling in the <i>Options</i> Kaiser plan provides a lower premium (\$54.22 monthly savings in 2011 at the family coverage level) and an enhanced durable medical equipment (DME) benefit.
CIGNA Plans	May remain in their CIGNA plan as an <i>Options</i> participant.	CIGNA HMO participants electing to enroll in the <i>Options</i> PacifiCare HMO plan gain a more favorable annual out-of-pocket maximum at the two-party and family level, and have no copay for the outpatient surgery benefit. PacifiCare HMO has the same copay structure as the Cigna HMO, and comparable hospital and doctor network, and a lower premium in 2011.
CAPE Blue Shield Plans	May remain in their CAPE Blue Shield plan as an <i>Options</i> participant.	The grandfather provision allows CAPE Blue Shield participants to maintain their unique benefit plan design and hospital and medical group network.
Waiving medical coverage	Will be required to recertify their waiver eligibility during the <i>Options</i> annual enrollment for the 2012 plan year.	Will be defaulted into the PacifiCare/UnitedHealthcare HMO if waiver certification is not provided. They may also elect to enroll in any benefit plan on the <i>Options</i> menu.
Choices Delta Dental	Will be able to elect the <i>Options</i> Delta Dental, DeltaCare or Safeguard dental plan.	The <i>Options</i> Delta Dental plan has a significantly higher premium because of an enhanced plan design: a \$1,750 annual plan maximum, orthodontia coverage with a 50% coinsurance subject to a \$1,200 lifetime maximum, dental implants at a 50% coinsurance, and a third cleaning if medically recommended.
Choices DeltaCare or Safeguard	Will be able to elect the <i>Options</i> Delta Dental, DeltaCare or Safeguard dental plan.	The premium and benefit design for the <i>Options</i> DeltaCare and Safeguard dental plans are the same as in <i>Choices</i> .