

Memorandum of Understanding
Between Peralta Community College District and SEIU Local 1021 Permanent Employees

The Peralta Community College District ("District") and the SEIU Local 1021 (Union) have met in good faith and hereby agree to the following:

Article II - Health & Welfare Benefits:

Dental Plan – District's Maximum Contribution and Delta Dental

The District's maximum contribution for dental cost expenses shall be based on premium for United HealthCare (UHC) Dental family rate. The SEIU Local 1021 shall pay the cost for Delta Dental. Effective July 1, 2014, the Union elects to participate in the "Delta Dental PPO plus Premier Plan," which features a calendar year benefit increase from \$1,500 per year to \$1,600 per year. During 2014-2015, the cost for the union's contribution to Delta Dental PPO plus Premier Plan over the District's maximum contribution is \$199,374, which equates to each Union member taking a total of 3.79 furlough/unpaid days during 2014-2015.

To foster good employee relations between the District and SEIU 1021, the District agrees to reduce the total number of employee furlough/unpaid days, that Union employees would otherwise be obligated to take during 2014-2015 to pay employee contribution for Delta Dental, from 3.79 days to 3.50 days.

A. For Fiscal Year 2014-2015:

- a. SEIU Local 1021 costs for Delta Dental is \$184,158.
- b. Employees shall contribute 28 hours of furlough/unpaid hours ("absent from work" as defined by CalPERS) that will be taken by Union members as follows: 8 hours in July 2014, 8 hours in April 2015, 4 hours in May 2015, and 8 hours June 2015.

The existing language in the 2012-2015 Successor Agreement executed on March 26, 2012, remains unchanged regarding dental costs and the District's maximum contribution to dental premiums. This agreement is not precedence setting.

For Peralta Community College District:

By: _____
José M. Ortiz, Chancellor

By: Trudy Largent
Trudy Largent, J.D., Vice Chancellor for
Human Resources & Employee Relations

Date: _____

Date: 7-2-14

For SEIU Local 1021:

By: _____
Matthew Lanza, Field Representative

By: Abigail Brewer
Abigail Brewer, Peralta Chapter President

Date: _____

Date: 7-2-14