

## SIDE LETTER MEMORANDUM OF AGREEMENT ON ADDITIONAL HEALTH PLAN OPTIONS

Based on feedback from employees and flexibility from our insurance broker, Silverlake Independent Jewish Community Center (SIJCC) is exploring offering additional health plan options for the 2022-23 benefit year to supplement the Kaiser Platinum Plan specified in our Collective Bargaining Agreement (CBA). The intention is to offer more affordable options for employees to add family members to group health coverage and provide employees with flexibility around the amount of their health insurance contribution.

Accordingly, the Parties hereby agree to the following:

1. SIJCC will continue to offer the Kaiser Platinum Plan specified in the CBA.
2. Regardless of which plan an employee selects, SIJCC's contribution towards the cost of medical premiums will be what is specified in the CBA for the Kaiser Platinum Plan.
3. Under no circumstances will an employee be entitled to additional compensation from SIJCC by virtue of selecting a less expensive plan, even if the cost of the selected plan is less than SIJCC's contractually obligated premium contribution.
4. If an employee adds family members to their health coverage, SIJCC's contribution will first cover the cost of the employee's coverage and any remaining contribution from SIJCC will cover a portion of the family members' premiums.
5. SIJCC shall not be obligated to offer plans in addition to the Kaiser Platinum Plan specified in the CBA and retains sole discretion in choosing which additional plans, if any, to offer beyond what is specified in the CBA. If SIJCC chooses to offer additional plans, SIJCC may later choose not to offer them or modify the additional plan offerings in its sole discretion.
6. This Side Letter is entered into on a non-precedent setting basis.
7. The following hypothetical examples are intended to illustrate the terms set forth herein:

### *Example A:*

- *The premium cost for Kaiser Platinum is \$900/month for a particular employee.*
- *SIJCC's contribution for this employee would normally be \$850/month (\$900 - \$50).*
- *The employee selects a Kaiser Gold Plan with a premium of \$800/month*
- *The employee's premium would be fully covered by SIJCC and the employee would not have any health care deduction from their paycheck.*
- *The employee would not receive an additional \$50 in pay.*

### *Example B:*

- *The premium cost for Kaiser Platinum Plan is \$650/month for a particular employee.*
- *SIJCC's contribution for this employee would normally be \$600/month (\$650 - \$50).*
- *The employee selects a Kaiser Gold Plan with a premium of \$500/month.*
- *The employee also adds their child to their plan at a cost of \$250/month.*

- *This brings the total premium for the employee and their child to \$750/month (\$500 + \$250).*
- *SIJCC will continue to contribute \$600/month toward the cost of coverage, the same as if the employee had selected the Platinum plan.*
- *The employee is responsible for the additional \$150/month in healthcare costs related to coverage of their child (\$750 - \$600).*

FOR THE EMPLOYER:

Elizabeth Schwandt, Senior Director  
Child Development Center  
Silverlake Independent Jewish Community Center

FOR THE UNION:

Mathew Kostrinsky, Chief Negotiator  
AFSCME District Council 36  
  
Judith Jimenez, Bargaining Team Member  
  
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