

SIDE LETTER MEMORANDUM OF AGREEMENT ON HEALTHCARE COST INCREASE 2022-23

Article 19.A.2 of the Collective Bargaining Agreement between Silverlake Independent Jewish Community Center (SIJCC) and AFSCME Local 800 for 2021-24 states:

Year 2 (July 1, 2022-June 30, 2023): The employee contribution for the Health Plan will be \$50 per month. The Employer agrees to pay the balance of the monthly premium up to a 3% increase over Year 1. If the aggregate cost of the Health Plan premiums increases over 3% from the prior year, then the Employer and the employees shall share the increase premium costs above 3% on a 50/50 basis. If plan fees increase above 10%, alternative coverage options will be explored. Agreement on a new plan is subject to approval by the Union including a ratification vote by bargaining unit members.

The aggregate cost of the Health Plan in the 2022-23 benefit year is increasing by 3.783 percent.

Beginning July 1, 2022, the new monthly contribution for the Health Plan for bargaining unit members will be \$45.12 (\$22.56 deducted in the first two payrolls of each month) based on the below calculations:

Calculations:

- 2021-22 annual cost of Health Plan for bargaining unit members: \$138,318.12
- 2022-23 annual cost of Health Plan for bargaining unit members: \$143,550.48
- Percentage increase: 3.783%
- Increased annual cost: \$5,232.36
- SIJCC's portion of the increased annual cost (3%): \$4,149.54
- Portion above 3% that is shared equally between SIJCC and participating bargaining unit members: \$1,082.82
- Bargaining unit member's portion of cost increase: \$541.41 (annual)
- Number of bargaining unit members on the Health Plan: 22
- Bargaining unit member's annual cost increase: \$45.12
- Bargaining unit member's monthly cost increase: \$2.05
- Bargaining unit member's bi-monthly cost increase: \$1.03
- Bargaining unit member's new monthly contribution to healthcare: \$52.05
- Bargaining unit member's new semi-monthly contribution to healthcare: \$26.03

New hires will also contribute at these new rates for the 2022-23 benefit year.

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

Evelia Ontiveros, Bargaining Team Member

Yamilee Valenzuela, Bargaining Team Member