

COUNTY PROPOSAL NO. 2
2011 SEIU-UHW, IHSS - NEGOTIATIONS
Section 14 – Health/Dental Plan
Presented on: November 22, 2011

SECTION 14 - HEALTH/DENTAL PLAN

d. Eligibility.

1. Initial eligibility shall be achieved when an IHSS provider has two (2) consecutive months of service at an average of forty-five (45) paid hours per month. In order to maintain eligibility, an IHSS provider shall continue to have at least forty-five (45) paid hours during each successive month. In the first (1st) month in which an IHSS provider is paid for forty-five (45) or more hours, as verified by CMIPS data, the IHSS Public Authority will forward the provider's name to CCHP by the 15th of the following (2nd) month. CCHP will prepare and mail enrollment packets to the eligible providers by the 25th of that (2nd) month. An IHSS provider must return the completed packet to CCHP by the last business day of the enrollment (3rd) month for health coverage to be effective on the first day of fourth (4th) month.
2. Any applications received by CCHP after the last business day of the enrollment (3rd) month will not be accepted, but an eligible IHSS provider will be eligible to enroll during the next open enrollment period.
3. Providers, previously granted eligibility, who work and are paid thirty-five (35) hours or more per month and who, since January 1, 2004, have been enrolled in CCHP Plan A-2 including single dental coverage, will continue to be eligible for CCHP A-2 including single dental coverage. If a provider does not have at least thirty-five (35) or more paid hours for sixty (60) or more days, the provider will be required to reestablish initial eligibility as outlined in Section 14 (d) of this MOU.
4. In the event that the State of California imposes an across the board reduction in hours for IHSS providers ("Trigger Cuts"), in or about January of 2012, of up to 20%, providers who have previously established eligibility will continue to be eligible during the extension of this MOU through March 31, 2012.

Providers who were not previously eligible will not be permitted to establish eligibility with less than two (2) consecutive months of service at an average of forty-five (45) paid hours per month.

- e. Pre-Pay. IHSS providers who have achieved eligibility under the terms of subsection 14.1 d "Eligibility" will pre-pay the provider's portion of the premium cost so that the effective date of enrollment begins the first of the following month after the provider is eligible. IHSS providers must continue to pre-pay their portion of the health insurance premium in order to continue benefits.

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- f. Implementation. Open Enrollment periods shall be for thirty (30) days and be held in November of each year.
- g e. IHSS providers who are temporarily ineligible for any IHSS Public Authority CCHP Plan A-2 premium contribution may purchase, at their own cost coverage under CCHP Plan A-2, in accordance with the procedures set forth by the Contra Costa County Health Plan.

Date: 11/22/11

Public Authority:

[Signature]
Kevin Power
John Cottrell
Jan Watson

SEIU-UHW, IHSS:

Rebecca Malley Rebecca Malley
Sylvia Romy-Seward
Jackson Jackson
Suhain May Khalaf

