

HUMAN RESOURCES MEMORANDUM 14-025		DATE ISSUED: November 5, 2014
SUBJECT: Dependent Health Vesting Changes – Bargaining Unit 10		REFERENCE: PML 2014-035
TO: Managers, Supervisors, Personnel Liaisons, Attendance Clerks, and Personnel Transactions Supervisors and Specialists		SUPERSEDES: <i>HR Memo 14-016</i>

PLEASE ENSURE THAT THIS INFORMATION IS SHARED WITH YOUR EMPLOYEES

Purpose

The purpose of this memo is to provide the following dependent health vesting changes for Bargaining Unit 10 employees.

New Hires

Effective with the November 2014 pay period:

- Employees in Bargaining Unit 10 who first become eligible for health benefits on or after October 26, 2014, should be placed in the 75 percent dependent health vesting contribution tier for the first 12 months of service.

Upon completion of 12 months of service, these employees should begin receiving the full state contribution in effect at that time.

Existing Employees

Effective with the November 2014 pay period:

- The State Controller's Office will place Bargaining Unit 10 employees, who were receiving a 50 percent dependent health contribution on October 31, 2014, in the 75 percent contribution tier, until they have completed 12 months of service since first becoming eligible for health benefits.

The State Controller's Office will place Bargaining Unit 10 employees, who were receiving a 75 percent dependent health contribution on October 31, 2014, in the 100 percent contribution tier, if they have completed 12 months of service since first becoming eligible for health benefits.

Tracking and Reporting

Departments should continue their current processes surrounding tracking and reporting of employee vesting status. Any changes in vesting status for Bargaining Unit 10 employees, including Permanent Intermittents, must continue to be reported to the State Controller's Office.

Questions

If employees have questions regarding their union agreement, they should contact their union representative directly. All other questions may be directed to your assigned OHR Personnel Specialist.

ANGIE BOLDRINI, Personnel Officer
Office of Human Resources

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