

<b>HUMAN RESOURCES MEMORANDUM 17-012</b>		DATE ISSUED: 6/8/2017
SUBJECT: <b>DEPENDENT HEALTH VESTING CHANGES</b>		REFERENCE: CalHR 1401
TO: All DGS Employees		SUPERCEDES: None

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**PLEASE ENSURE THAT THIS INFORMATION IS SHARED WITH YOUR EMPLOYEES**

The purpose of this memorandum is to inform you of the discontinuation of dependent health vesting for Bargaining Units (BU) 1, 3, 4, 11, 12, 13, 14, 15, 17, 19, 20, 21, 16, and 18 according to the dates below.

Some bargaining units are subject to dependent health care vesting where the State provides new employees a reduced health benefit contribution toward dependent health coverage during the first 12 or 24 months of service as outlined in their Bargaining Unit agreement.

Dependent healthcare vesting has been discontinued for these bargaining units:

- BU 18 - Effective February 1, 2017.
- BU 1, 3, 4, 11, 12, 13, 14, 15, 17, 19, 20, and 21 - Effective April 1, 2017.
- BU 16 - Effective June 1, 2017.

For more dependent healthcare vesting information, please [view the Dependent Health Vesting](#) section of the Health Benefits Policy at the Online HR Manual.

If you have questions related to this memorandum, please contact your assigned Personnel Specialist.

**LISA YORK**, Personnel Officer  
Office of Human Resources

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