



Public Employees Union, Local One

THE UNION FOR PUBLIC EMPLOYEES

ORGANIZED 1941

Mailing Address: PO Box 6783, Concord, CA 94524 ♦ Union Hall: 420 N. Wiget Ln., Walnut Creek, CA
Phone: (925) 228-1600 ♦ Toll Free: 1-800-585-0054 ♦ Fax: (925) 228-1099
www.peu1.org ♦ info@peu1.org

Local 1 / Contra Costa County Healthcare Reopener Update 8/4/2015

On the morning of August 4, 2015, your Local 1 negotiating team had an important internal meeting to discuss the status of healthcare negotiations. In the afternoon, the Local 1 negotiating team again met within the County. The session began with a general discussion about the Joint Health Care Committee (JHCC) proposal that Local 1 passed on June 23, 2015. Stacey Cue, the County's negotiator, confirmed that the County agrees, in concept, with the idea of a joint labor management committee that would recommend improvements and/or changes to the Contra Costa County Health, Dental and Vision Plans. There was some discussion about whether such a committee should be operating now with the County and, if it is not, why not. Ms. Cue expressed that while there is not a "fundamental difference" between the parties on the need for such a committee, other labor groups within the County would need to agree and participate.

Next, your Local 1 negotiating team followed-up with the County on a written request for information. Ms. Cue, on behalf of the County, indicated they were "still working on it" but they "did not have an anticipated date" for providing the information requested. Local 1 expressed the information sought was crucial for these healthcare negotiations and, as such, the County would need to provide that information on or before August 10, 2015.

Local 1 provided a verbal recap of where negotiations stand, specifically with respect to the passing of proposals. The parties confirmed that the only proposals currently on the table were Local 1's proposal regarding the Joint Health Care Committee (JHCC) and Local 1's proposal regarding a 90/10 split for CalPERS (with the County picking up 90% of the premium, and the employee the remaining 10%), a return to the penny plan for CCHP (with the County picking up all of the monthly premium minus one cent), and certain notice requirements (whereby the County will timely notify its employees, in writing, of the plan options and rates every year, at least 30 days prior to open enrollment.) With respect to the Union's last proposal, Ms. Cue stated the County was rejecting it and "not looking at CalPERS" as a healthcare provider.

The County did not provide a counterproposal. They did, however, pass out a one-page sheet regarding CalPERS. Therein, the County stated that there were "negative impacts" associated with a switch to CalPERS, including an increase to the County's OPEB (other post-employment benefits) obligations and costs. Local 1 pressed Ms. Cue on what, exactly, those increased costs would be. Ms. Cue was unable to answer. Ms. Cue admitted the County had not actually costed out the CalPERS option to see how much it would increase their OPEB liability.

Local 1 noted that the County committed to this reopener to provide relief to employees who have sacrificed greatly over the years, but now the County appears unwilling to fulfill that promise. Local 1

requested additional information regarding the cost of its proposal. Your Local 1 negotiating team and the County also selected three (3) additional dates for healthcare bargaining in September 2015.

Ms. Cue indicated the County would return to the next session with a counterproposal. The next scheduled negotiation session is planned for Tuesday, August 18, 2015 at the Local 1 Union Hall, located at 420 N. Wiget Lane in Walnut Creek.