

ARTICLE 6 – HEALTH AND WELFARE BENEFITS

6.1 District Provided Health and Welfare Benefits and Eligibility

6.1.1 Effective January 1, 2013, the District contribution for Health & Welfare benefits shall be the equivalent of \$12,500 per full-time bargaining unit member.

6.1.1.1 In the event the \$12,500 is inadequate to cover 100% of the benefit premium, the parties shall meet and negotiate over the level of funding at least 60 days prior to the beginning of a funding increase.

6.1.1.2 If agreement is not reached through the bargaining process, to address the increased costs of health and welfare benefits by November 1 of any benefit year, the defined employee contributions will be adjusted to reflect the increased cost, effective January 1. These dates may be waived by mutual agreement between the parties.

6.1.3 All new hires who qualify for health and welfare benefits shall enroll in the plan with the least expensive premium cost for the first two (2) years of employment with the option of purchasing another plan offered by TUSD by paying the difference in premium and any District contribution to a Health Reimbursement Account in addition to employee contributions. After two (2) years of benefit eligible employment, bargaining unit members may choose any health and welfare benefits program the District offers during the open enrollment period.

Effective July 1, 2018, all new hires who qualify for health and welfare benefits shall enroll in the plan with the least expensive premium cost for the first four (4) years of employment with the option of purchasing another plan offered by TUSD by paying the difference in premium and any District contribution to a Health Reimbursement Account in addition to employee contributions for the plan selected. After four (4) years of benefit eligible employment, bargaining unit members may choose any health and welfare benefits program the District offers during the open enrollment period.