

Format Key: CCSF	Format Key: Local 39
Unchanged existing language District - Deleted proposal Language District - Added Proposed Language <u>Undeleted existing language</u> (i.e., one party deleted it and the other put it back) Accepted deletion Accepted addition Question – additional information needed [Notes]	Unchanged existing language Union - Deleted proposal Language Union - Added Proposed Language <u>Undeleted existing language</u> (i.e., one party deleted it and the other put it back) Accepted deletion Accepted addition Question – additional information needed [Notes]

CCSF to Local 39 | 08/14/2026 | emailed

CCSF to Local 39 | 10/05/2026 | emailed – Amended Health Net is leaving the CA market March 2027

Article XIII – Insurance Benefits

A. State Disability Insurance

Unit members have opted for private disability insurance in lieu of the State Disability Insurance Program. Such private disability insurance includes short- and long-term disability insurance benefits and paid family leave benefits, each of which shall for the term of this Agreement continue to be provided subject to terms and conditions as described in benefit plan literature provided. All premium costs for such plan shall be paid by employees. The parties may, by mutual agreement, reopen this provision of the Agreement, which neither party shall unreasonably withhold.

B. Insurance Benefits/Premiums

- Effective ~~4/1/22~~ 01/01/2027, employees bi-weekly contributions towards monthly health premiums were as follows:

	Blue-Shield	Blue-Shield Access	Kaiser	GHP PPO
Employee Only	~~93.52/6.48%~~	93.52/6.48% ~~93.52/6.48%~~	~~100/0%~~	60.46/39.54%
Employee +1	~~75.94/24.06%~~	75.94/24.06%	~~77.34/22.66%~~	53.36/46.64%
Employee +2	~~63.47/36.53%~~	63.47/36.53%	~~60.65/39.35%~~	56.64/43.36%

Employer/Employee Percentage Split

	Blue-Shield	Blue-Shield Access	Kaiser	GHP PPO
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Employee Only	\$25.40	\$23.88	-	\$244.03
Employee + 1	\$190.45	\$181.10	\$149.44	\$556.76
Employee + 2	\$408.95	\$388.85	\$366.99	\$730.77

	Blue Shield - Trio HMO	Blue Shield - Access + HMO	Kaiser	Blue Shield PPO	Health Net**
Employee Only	\$34.98 (6.33%)	\$44.49 (6.48%)	\$0.00 (0.00%)	\$334.01 (39.54%)	\$0.00 (0.00%)
Employee + 1	\$265.10 (24.06%)	\$329.72 (24.06%)	\$216.73 (22.66%)	\$763.94 (46.64%)	\$206.68 (24.06%)
Employee + 2	\$569.8 (36.53%)	\$707.97 (36.53%)	\$532.15 (39.35%)	\$1003.47 (43.36%)	\$444.68 (36.53%)

** Amended Health Net is leaving the CA market March 2027

The percentage (%) listed next to each benefit cost represents the employee contribution amount. The District shall pay the remaining balance of the cost, unless otherwise specified in this Agreement.

The employee contribution percentages established under this Agreement shall remain in effect for the duration of the Agreement. Employee contributions may increase only to the extent necessary to maintain the agreed-upon contribution percentage if HSS premium rates increase during the contract term. All other terms and conditions of health benefits shall remain unchanged unless otherwise mutually agreed by the parties.

The District shall provide written notice to the Union of receiving notice from the San Francisco Health Service System (HSS) of any premium rate changes that may affect employee contributions under this Agreement.

2. Effective 1/1/23, employee bi-weekly contributions towards monthly health premiums shall be adjusted to reflect the proportionate District and employee share of changes in health care premiums during the 2023 calendar year. The new biweekly employee contributions shall be as follows:

	Blue Shield	Blue Shield Access	Kaiser	GHP PPO
Employee Only	\$25.15	\$27.99	-	\$261.97
Employee + 1	\$190.73	\$207.51	\$155.22	\$599.45
Employee + 2	\$409.54	\$455.61	\$381.20	\$787.54

3. ~~Percentage cost split between employee and District remains the same for duration of the Agreement, in accordance with premium rates set by HHS (for medical) and provider (for dental).~~

~~C.~~ **Prescription Drug Plan**

~~Prescription Drug Plan co-pay reimbursement to employees shall remain suspended for three years beginning on July 1, 2022 through June 30, 2024.~~

D. Life Insurance

The District shall provide, in accordance with carrier requirements, life insurance coverage to permanent full-time and permanent part-time employees. Part-time employees must be regularly scheduled a minimum of twenty hours a week to be eligible.

The face value of the life insurance policy shall be \$50,000.

On the 70th birthday of the bargaining unit member, the payable amount is reduced to \$32,500. On the 75th birthday of the bargaining unit member, the payable amount is reduced to \$25,000.

E. Dental/Orthodontia

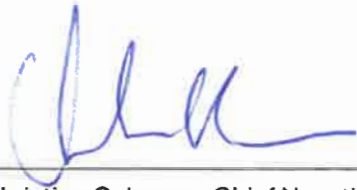
The District shall provide in accordance with carrier requirements, dental and orthodontia coverage to permanent full-time and permanent part-time employees and their eligible dependents as follows:

1. Dental Insurance: General, Per Year \$3,000
2. Lifetime Orthodontia: \$2,000

F. Benefits While on Unpaid Leave of Absence

The District will discontinue payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid leave status in excess of twelve (12) continuous weeks, with the exception of approved sick leave, workers' compensation leave, family care leave, or mandatory administrative leave. Affected employees must make arrangements with the Human Resources Department, Benefits Unit for payment of benefit premiums within twenty (20) working days following notice of approval of leave. Members not making such arrangements within twenty (20) working days following notice of approval of leave shall have coverage rescinded until they return from leave.

Tentative Agreement to Proposed:



Christine Coleman, Chief Negotiator
San Francisco Community College District

Date: 10/13/26



Laura LeSieur, Chief Negotiator
Stationary Engineers, Local 39

Date: 10/9/26