

SIDE LETTER AGREEMENT

LIMITED PENSION TRANSFER ADDENDUM (PCT)

The University of California and AFSCME 3299 in acknowledgment of the additional time required to implement retirement changes as described in the Limited Pension Transfer Agreement Side Letter ("LPTA Side Letter") agree to following additional terms related to LPTA Side Letter signed by the parties on [DATE].

1. Effective June 24, 2020, PCT Employees who elected Pension Choice (2016 Tier 7% Employee Contribution) following the date of ratification of the PCT contract will be moved to the 2013 Modified Tier, which has a contribution rate of 9%.
2. Employees who elect to remain in Savings Choice after having been given a one-time irrevocable choice to move to Pension, as described in paragraphs three (3) and six (6) and Appendix A (and A-1) of the LPTA Side Letter, must pay the same employee contribution rate in Savings Choice that employees in the 2013 Modified Tier are contributing to the UCRP at that time.
3. Employees who elect to move to Pension after having been given a one-time irrevocable choice to move, as described in paragraph three (3) and Appendix A of the LPTA Side Letter, will participate in the 2013 Modified Tier at the employee contribution rate in effect at that time.

FOR THE UNIVERSITY



Nadine Baron Fishel

9-11-2020

Date

FOR THE UNION



Seth Newton Patel

11/10/2020

Date

SIDE LETTER AGREEMENT

LIMITED PENSION TRANSFER ADDENDUM

The University of California and AFSCME 3299 in acknowledgment of the additional time required to implement retirement changes as described in the Limited Pension Transfer Agreement Side Letter ("LPTA Side Letter") agree to following additional terms related to LPTA Side Letter signed by the parties on [DATE].

1. Effective June 10, 2020, Service Employees who elected Pension Choice (2016 Tier 7% Employee Contribution) following the date of ratification of the Service contract will be moved to the 2013 Modified Tier, which has a contribution rate of 9%.
2. Employees who elect to remain in Savings Choice after having been given a one-time irrevocable choice to move to Pension, as described in paragraphs three (3) and six (6) and Appendix A (and A-1) of the LPTA Side Letter, must pay the same employee contribution rate in Savings Choice that employees in the 2013 Modified Tier are contributing to the UCRP at that time.
3. Employees who elect to move to Pension after having been given a one-time irrevocable choice to move, as described in paragraph three (3) and Appendix A of the LPTA Side Letter, will participate in the 2013 Modified Tier at the employee contribution rate in effect at that time.

FOR THE UNIVERSITY



Nadine Baron Fishel

9-11-2020

Date

FOR THE UNION



Seth Newton Patel

11/10/2020

Date

SIDE LETTER AGREEMENT

UC DAVIS REHABILITATION

The following Rehab Staff employees shall remain UC employees in their existing job titles and will not be displaced as a result of the transfer of rehabilitation work to a new facility:

Tisha Arzaluz
Sharee Burgess
Megan Cassady
Mary Cross
Russell Dela Rosa
Anthony Demario
Justin Filkins
Michael Ginzburg
Eunice Lemos-Adair
Carol Studer
Jasmine Tobin
Rachel White
Maria Gonzalez Perez

In addition, within 60 days of ratification, UC Davis will seek to reopen its existing contracts with Kindred and negotiate becoming the majority owner of the joint Rehabilitation Hospital at UC Davis. Assuming the subsequent majority ownership is achieved, any work that is customarily performed by bargaining unit members of the AFSCME Service and Patient Care Technical Units shall be performed by such employees, subject to the terms and conditions of Article 5. The University shall not rely upon the exception in Section C.3. to contract out UCD Rehabilitation Hospital Work.

FOR THE UNIVERSITY



Nadine Baron Fishel

13 Jan 2020

Date

FOR THE UNION



Seth Newton Patel

01/13/20

Date

SIDELETTER

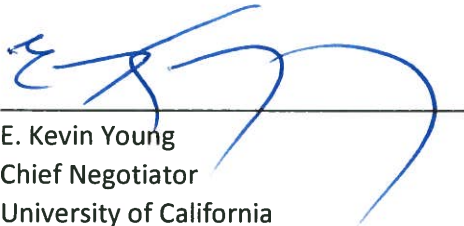
UC HEALTHNET BLUE AND GOLD RATES FOR AFSCME REPRESENTED EMPLOYEES AT UC DAVIS

The University and AFSCME hereby agree that based upon the January 2020 elimination of the Western Health Advantage (WHA) plan, AFSCME represented employees who are employed at UC Davis, UC Davis Health and/or UC Davis ANR as of January 1, 2020 shall pay the 2018 Kaiser Permanente Employee Contribution rates for their respective pay band and coverage level for coverage under the UC HealthNet Blue and Gold plan.

This agreement solely applies to the 2020 health benefit for AFSCME represented employees at the above listed UC Davis locations and is subject to the terms and conditions of any successor agreement reached by the parties. Any member of AFSCME currently enrolled in the WHA who does not choose an alternative plan as of January 1, 2020 will default into the UC HealthNet Blue and Gold plan under the above listed terms.

University of California Summary of Net Employee contribution rates for 2018 are attached hereto as Appendix A.

Date: November 5, 2019



E. Kevin Young
Chief Negotiator
University of California



Seth Newton Patel
Chief Negotiator
AFSCME



Appendix A

Pay Band I

Plan	Self	Self + Child(ren)	Self + Adult	Family
Core (PPO)	\$0.00	\$0.00	\$0.00	\$0.00
Health Net Blue & Gold (HMO)	\$39.57	\$71.22	\$142.78	\$174.44
Kaiser Permanente — CA (HMO)	\$18.97	\$34.15	\$41.55	\$56.71
UC Care (PPO)	\$106.27	\$191.29	\$282.86	\$367.88
UC Health Savings Plan (PPO)	\$19.83	\$35.70	\$43.44	\$59.29
Western Health Advantage (HMO)	\$19.78	\$35.60	\$43.32	\$59.12

Pay Band II

Plan	Self	Self + Child(ren)	Self + Adult	Family
Core (PPO)	\$0.00	\$0.00	\$0.00	\$0.00
Health Net Blue & Gold (HMO)	\$75.62	\$136.11	\$225.08	\$285.58
Kaiser Permanente — CA (HMO)	\$55.02	\$99.04	\$123.85	\$167.85
UC Care (PPO)	\$142.32	\$256.18	\$365.16	\$479.02
UC Health Savings Plan (PPO)	\$55.88	\$100.59	\$125.74	\$170.43
Western Health Advantage (HMO)	\$55.83	\$100.49	\$125.62	\$170.26

Pay Band III

Plan	Self	Self + Child(ren)	Self + Adult	Family
Core (PPO)	\$0.00	\$0.00	\$0.00	\$0.00
Health Net Blue & Gold (HMO)	\$112.62	\$202.71	\$298.84	\$388.94
Kaiser Permanente — CA (HMO)	\$92.02	\$165.64	\$197.61	\$271.21
UC Care (PPO)	\$179.32	\$322.78	\$438.92	\$582.38
UC Health Savings Plan (PPO)	\$92.88	\$167.19	\$199.50	\$273.79
Western Health Advantage (HMO)	\$92.83	\$167.09	\$199.38	\$273.62

Pay Band IV

Plan	Self	Self + Child(ren)	Self + Adult	Family
Core (PPO)	\$0.00	\$0.00	\$0.00	\$0.00
Health Net Blue & Gold (HMO)	\$150.93	\$271.67	\$375.26	\$496.01
Kaiser Permanente — CA (HMO)	\$130.33	\$234.60	\$274.03	\$378.28
UC Care (PPO)	\$217.63	\$391.74	\$515.34	\$689.45

Plan	Self	Self + Child(ren)	Self + Adult	Family
UC Health Savings Plan (PPO)	\$131.19	\$236.15	\$275.92	\$380.86
Western Health Advantage (HMO)	\$131.14	\$236.05	\$275.80	\$380.69

E. Kevin Young
 Chief Negotiator
 University of California

Seth Newton Patel
 Chief Negotiator
 AFSCME