

**AMENDMENT TO THE MASTER LABOR AGREEMENT
Between
The County of Yuba and
Yuba County Employees' Association (YCEA)**

The County of Yuba (County) and Yuba County Employees' Association (YCEA) have previously met and conferred and agreed upon the current Master Labor Agreement (MLA), for which the term runs through June 30, 2024.

The parties have now met and conferred further pursuant to Government Code §3500 et seq and have mutually agreed to modify the current MLA with revisions to the following Article of the MLA incorporated as part of the Amendment:

ARTICLE 16 - BENEFIT PROGRAMS

Section 16.01 Benefit Program Coverage

All regular employees working an average of 20 regularly scheduled hours per week and the employee's dependents shall be entitled to participate in the County health plans. Coverage shall commence and be dependent upon eligibility for coverage under the health plan carriers' rules. If the employee elects medical coverage, then the employee must participate in a dental plan option and the vision insurance.

Section 16.02 Medical, Dental and Vision Insurance

Yuba County offers the following medical options: CalPERS Health Insurance, Dental Insurance and Vision Insurance. Employees have a variety of PPO and HMO medical plans available through CalPERS, however the HMO's are available through zip code eligibility. Dental/Vision plan options include a basic plan and a buy-up plan. Once the selection is made, it will remain in force until the current calendar year ends and will automatically renew unless the employee makes a new selection during an open enrollment period. Changes made during open enrollment will be effective January 1st of the next calendar year.

The County's total monthly contribution to provide health insurance benefits for the individual employee and the employee's eligible dependents shall include the PEMHCA statutory monthly Minimum Employer Contribution (MEC) established by the Public Employees Medical and Hospital Care Act (PEMHCA or CalPERS Health) and as approved by the County Resolution in 1999 and amended in 2003.

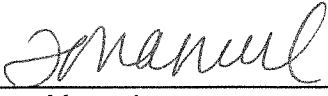
The County will maintain health insurance through the CalPERS Health Insurance Program and make available all plans for which employees are otherwise eligible to participate in as employees of the County of Yuba.

- A. The County shall contribute the PEMHCA statutory monthly MEC set annually by CalPERS on behalf of each employee. The County will make an additional contribution through the County's established Section 125 Cafeteria Plan. In no event, will the total contribution exceed the employee's actual cost.


Effective January 1, 2022, the County's total monthly contribution, which includes the PEMHCA statutory monthly MEC, shall be as follows: up to \$902 for employee only; up to \$1,391 for employee plus one dependent; and up to \$1,801 for employee plus more than one dependent.

This agreement is dated this _____ day of _____, 2023.

Andy Vasquez
Yuba County Board of Supervisors



Tiffany Manuel
Interim Human Resources Director



Tonya English, President
Yuba County Employees' Association