

Los Angeles Unified School District

OFFICE OF THE GENERAL COUNSEL

OFFICE OF LABOR RELATIONS

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August 24, 2016

Mr. Alex Caputo-Pearl, UTLA President
United Teachers Los Angeles
3303 Wilshire Boulevard, 10th Floor
Los Angeles, California 90010

**RE: ELIMINATION OF THE RESTRICTION ON DUAL COVERAGE AS AN EMPLOYEE AND
DEPENDENT WITHIN A SINGLE HEALTH BENEFIT PLAN (ARTICLE XVI, SECTION 5.5)
SIDELETTER**

Dear Mr. Caputo-Pearl:

It has come to the attention of the Los Angeles Unified School District (District) and United Teachers Los Angeles (UTLA) that the elimination of the restriction on Dual Coverage as an employee and dependent within a single health benefit plan would benefit our employees and the District. This voluntary option would reduce out-of-pocket health care costs to members who will have dual coverage in the same plan.

This is to memorialize that the District and UTLA have agreed to amend Article XVI, Section 5.5 of the Collective Bargaining Agreement to eliminate the restriction on Dual Coverage as an employee and dependent within a single health benefit plan. Article XVI, Section 5.5 shall read as follows:

"For an employee whose spouse/domestic partner has other insurance coverage, reimbursement will be limited to the maximum percentage allowed by the higher individual policy. An employee whose spouse/domestic partner is also a District employee ~~will not~~ may mutually agree to be covered as both an employee and as a dependent within the same plan. A married couple who both work for the District or domestic partners who both work for the District may include their qualifying children on their individual policies, ~~but~~ and such children may ~~not~~ also be covered more than once within the same plan."

In order to meet the implementation requirement for the 2017 Plan Year, this sideletter shall take effect contingent on the following:

- This sideletter is signed and delivered to the Office Labor Relations by September 16, 2016.
- All other Exclusive Representatives of the District's other bargaining units (CSEA, SEUI, LASPA, LASPMA, Building and Trades, Teamsters and AALA) also submit their respective sideletters on this topic by September 16, 2016 to the Office of Labor Relations.

If the above terms are not met, this sideletter will be considered null and void.

Please sign below if UTLA is in agreement with this sideletter.

Sincerely,

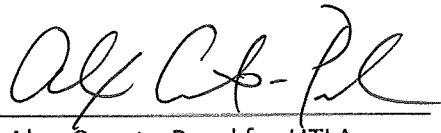
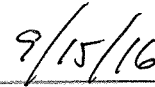


Gifty Beets, Interim Co-Director
Office of Labor Relations



Rob Samples, Interim Co-Director

IT IS SO AGREED:


Alex Caputo-Pearl for UTLA

Date

C: Michelle King

David Holmquist

Janice Sawyer