

2010-2011 INTERIM AGREEMENT BETWEEN  
OPTIONS – A CHILD CARE AND HUMAN SERVICES AGENCY (“OPTIONS”)  
AND  
SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 99 (“UNION”)  
REGARDING  
COST OF LIVING ADJUSTMENTS FOR HEADSTART EMPLOYEES,  
AND  
THE FLEXIBLE BENEFIT/CAFETERIA BENEFIT PLAN

WHEREAS, under the Flexible Benefit/Cafeteria Benefit Plan (“the Plan”) various benefits, including, but not limited to, medical, dental, vision, life, short-term disability, supplemental life, legal assistance insurance, 403(b) Tax Savings Account (“TSA”) and cash are available for each bargaining unit employee to select;

WHEREAS, under the Plan Options also provides bargaining unit employees long-term disability, basic life and employee assistance insurance;

WHEREAS, the 2009-2010 Interim Agreement between Options and the Union dated October 30, 2009 (“2009-10 IA”) provided for, in part, a supplemental one-time temporary grant pursuant to the federal American Recovery and Reinvestment Act (“ARRA”) for Head Start Division bargaining unit employees of a stipend equal to a wage increase of 1.84%;

WHEREAS, pursuant to the terms of the 2009-10 Head Start ARRA Quality/COLA grant from the federal government the supplemental one-time grant terminated on September 30, 2010, and pursuant to the 2009-10 IA the hourly rate of pay of Head Start Division bargaining unit employees was reduced accordingly, effective October 1, 2010;

WHEREAS, Options applied for and received a grant for a 1.84% increase in funding, on an ongoing basis as part of Options’ regular Head Start grant covering Head Start Division bargaining unit employees, and to replace the 1.84% ARRA Quality/COLA one-time grant, which terminated on September 30, 2010;

WHEREAS, Options and the Union have bargained in good faith regarding the various benefits which are offered bargaining unit employees under the Plan, the premium costs for such benefits, and the COLAs for Head Start Division bargaining unit employees;

WHEREAS, current bargaining unit employees are to select their flexible benefits under the Plan for calendar/benefit year 2011 during the open enrollment period (starting November 30, 2010) and such flexible benefit selections will become effective January 1, 2011; and

WHEREAS, information and documents, including the flexible benefits enrollment information, for bargaining unit employees to use to make their benefit elections during the open enrollment period must be prepared and distributed to employees in sufficient time to permit employees to make informed choices;

ACCORDINGLY, Options and the Union hereby agree as follows:

1. Subject to the terms and conditions of the various benefit plans and the agreements with the Plan's insurance carriers and benefit providers, Exhibit A to this Interim Agreement sets forth the various benefits which will be available to bargaining unit employees during calendar/benefit year 2011, and the premiums for such benefits.

2. Head Start Division Bargaining Unit Employees

A. The hourly rate schedules set forth in Appendix A to the 2009-2012 Labor Agreement ("the Labor Agreement") for the Head Start Division bargaining unit job classifications, which were modified pursuant to the 2009-10 IA, including the reductions in the hourly rates of pay effective October 1, 2010, will be increased by 1.84%, and Appendix A will be amended accordingly, subject to the other provisions of this Interim Agreement, including sections 2.D and 2.E. below.

B. The Head Start Division bargaining unit job classification hourly rate increases set forth above in section 2.A. will be retroactive to October 1, 2010, in accordance with and subject to the provisions of sections 2.D. and 2.E. of this Interim Agreement, and as allowed and/or required by law and the rules of the Head Start funding agency, if the parties fully execute this Interim Agreement no later than November 30, 2010.

C. The Head Start Division bargaining unit job classification hourly rate increases set forth above in section 2.A will become effective on December 1, 2010, in accordance with and subject to the provisions of sections 2.D. and 2.E. of this Interim Agreement, and as allowed and/or required by law and the rules of the Head Start funding agency, if the parties fully execute this Interim Agreement on or after December 1, 2010, but before December 1, 2011.

D. The hourly rate schedule increases set forth above in section 2 of this Interim Agreement will be implemented in conjunction with Options' regular payroll and paycheck practices, as soon as practicable after the Effective Date of this Interim Agreement.

E. The retroactive payment of salary increases under either Section 2.B. or 2.C. of this Interim Agreement will apply to Head Start Division bargaining unit employees who are employed by Options on the date Options' payroll department distributes the retroactive payroll checks.

3. The "Effective Date" of this Interim Agreement is the last date set forth below.

4. This Interim Agreement will remain in full force and effect until the parties' future collective bargaining results in the parties reaching agreement on an amended labor agreement incorporating the subject matter of this Interim Agreement, or the parties enter into another interim agreement regarding the issues covered by this Interim Agreement, or the parties' future negotiations regarding the issues covered by this Interim Agreement reach an impasse.

Dated: October \_\_\_\_, 2010

SERVICE EMPLOYEES INTERNATIONAL UNION  
LOCAL 99

By \_\_\_\_\_  
Linda Joseph,  
Internal Organizer Supervisor/Chief Negotiator

Dated: October . \_\_\_\_, 2010

OPTIONS - A CHILD CARE AND HUMAN SERVICES  
AGENCY

By \_\_\_\_\_  
Cliff C. Marcussen,  
Executive Director

**EXHIBIT A TO THE 2010-2011 INTERIM AGREEMENT**

**2011 Flexible Benefit Plan Choices and Monthly Premiums**

**MEDICAL**

**Basic Medical Plans (LOW)**

	<u>Pacificare Low</u>	<u>Kaiser Low</u>
Employee Only	\$367.26	\$363.70
Employee + 1	\$790.10	\$781.95
Family	\$1,148.88	\$1,138.34

**Upgraded Medical Plans (HIGH)**

	<u>Pacificare High</u>	<u>Kaiser High</u>	<u>Pacificare PPO</u>
Employee Only	\$498.66	\$427.74	\$835.32
Employee + 1	\$1,072.82	\$919.64	\$1,797.12
Family	\$1,559.96	\$1,338.78	\$2,613.18

**DENTAL (Guardian)**

	<u>HMO</u>	<u>PPO</u>
Employee Only	\$13.18	\$44.84
Employee + 1	\$24.08	\$82.64
Family	\$35.62	\$135.56

**VISION (Guardian)**

Employee Only	\$14.62
Employee + 1	\$24.60
Family	\$39.70

**SUPPLEMENTAL LIFE INSURANCE (Lincoln National Life Insurance Co)**

**Self:** coverage up to \$150,000 or 5 times annual salary, whichever is less

**Spouse:** coverage up to 100% of employee amount, max of \$100,000

\* participation subject to Evidence of Insurability if not already enrolled

\*\*rates per \$10,000 of coverage

<u>Age Band</u>	<u>Smoker</u>	<u>Non-Smoker</u>	
0-29	\$0.60	\$0.60	
30-34	\$0.60	\$0.60	
35-39	\$0.90	\$0.90	
40-44	\$1.50	\$1.50	
45-49	\$2.40	\$2.40	
50-54	\$3.60	\$3.60	
55-59	\$5.50	\$5.50	
60-64	\$9.30	\$9.30	(GTY issue \$10,000 coverage)
65-69	\$17.10	\$17.10	(GTY issue \$6,500 coverage)
70-74	\$24.80	\$24.80	(GTY issue \$4,875 coverage)
75-79	\$41.20	\$41.20	(GTY issue \$4,144 coverage)

**Child:** coverage up to \$10,000 increments of \$1,000 @ \$0.11  
coverage for 14 days to 21 yrs (25 yrs if full-time student)

**EXHIBIT A TO THE 2010-2011 INTERIM AGREEMENT**

**LEGAL ASSISTANCE PLAN (Pre-paid Legal Services)** \$ 15.96

<b><u>AFLAC</u></b>	<b><u>Short Term</u></b>	<b><u>Short Term</u></b>	<b><u>Accident</u></b>	<b><u>Cancer</u></b>
	<b><u>Disability</u></b>	<b><u>Disability (0/7)</u></b>		
	<b><u>(0/14)</u></b>	<b><u>(0/7)</u></b>		
	<b><u>\$500 benefit</u></b>	<b><u>\$500 benefit</u></b>		
Individual (age 18-49)	\$16.70	\$22.40	\$24.10	\$36.20
Individual (age 50-64)	\$22.40	\$29.30	\$24.10	\$36.20
Husband & Wife	n/a	n/a	\$32.30	\$60.50
One Parent Family	n/a	n/a	\$35.10	\$43.90
Two Parent Family	n/a	n/a	\$43.30	\$60.50

**Specified Health Event**

	<b><u>Age 18-35</u></b>	<b><u>Age 36-45</u></b>	<b><u>Age 46-55</u></b>	<b><u>Age 56-64</u></b>
Individual	\$19.37	\$26.39	\$34.84	\$49.66
Husband & Wife	\$37.57	\$47.06	\$61.23	\$82.94
One Parent Family	\$32.64	\$37.57	\$47.06	\$60.45
Two Parent Family	\$41.86	\$51.48	\$66.82	\$89.57

**Hospital Protection**

	<b><u>Age 18-39</u></b>	<b><u>Age 40-49</u></b>	<b><u>Age 50-59</u></b>	<b><u>Age 60-65</u></b>
Individual	\$32.89	\$38.22	\$48.88	\$60.71
Husband & Wife	\$59.41	\$63.70	\$82.94	\$101.14
One Parent Family	\$45.50	\$48.62	\$57.33	\$76.44
Two Parent Family	\$66.56	\$68.77	\$90.09	\$111.54

**403(b) Tax Savings Account**

Pre-tax retirement savings plan. Employees can contribute money into the 403(b) plan from Flexible Credits or regular salary.

**Dependent Care**

Pre-tax account which enables employees to pay for child and dependent care expenses with tax-free dollars.  
(Maximum \$5000/year)

**CASH**

## EXHIBIT A TO THE 2010-2011 INTERIM AGREEMENT

All bargaining unit employees receive these benefits in addition to those they select under the Flexible Benefit Plan

### BASIC LIFE INSURANCE

Lincoln National Life Insurance Co.

\$20,000 coverage for full-time employees and \$15,000 coverage for part-time employees who work at least 12 hours a week. This includes accidental death and dismemberment coverage.

### LONG TERM DISABILITY

Lincoln National Life Insurance Co.

Coverage for all eligible employees who work at least 20 hours per week for a disability lasting more than 180 days. The plan will pay the employee 60% of their base salary up to a maximum of \$6,000 per month until age 65 or the normal Social Security retirement age.

### EMPLOYEE ASSISTANCE PROGRAM

AffinityCare through Lincoln National Life Insurance Co.

Employees may receive assistance for a variety of issues that may arise from life's challenges. Services are available in the areas of: relationships, emotional wellness, work and career, financial and legal, parenting and child care, senior life and more.