

SIDE LETTER TO THE

2020 – 2024

MEMORANDUM OF UNDERSTANDING

BETWEEN

LABORERS' INTERNATIONAL UNION OF NORTH AMERICA, LOCAL 777

AND

THE COUNTY OF RIVERSIDE

The parties hereto agree to amend Article XXI – Flexible Benefit Program of the 2020 – 2024 Memorandum of Understanding (MOU) between LIUNA and the County as follows:

3. Transition to CalPERS Medical

- a. Effective as soon as administratively feasible in the 2021 calendar year (however, the goal is to transition by April 2021 absent any unforeseen circumstances), LIUNA represented employees shall be eligible for medical insurance in the County's CalPERS Health Program and will no longer be covered by the County's pre-existing health insurance program.
- b. Elimination of Cash Back of Flex Benefits Contributions. Effective in the first pay period in which the County's CalPERS health insurance plan is implemented for LIUNA represented employees, employees will not receive excess flexible benefit contributions in the form of cash. Employees who do not use the full amount of the County's flex benefit contribution will forfeit the unused amount.
- c. Two Tier Medical Waiver\*. Effective the first pay period in which the County's CalPERS Health Program is implemented, if the employee waives health insurance coverage, the employee will receive a taxable cash payment as follows:
  1. \$200.00 per month if the employee's last hire date was on or after November 13, 2003
  2. \$425.40 per month if the employee's last hire date was before November 13, 2003

**\* Waiving Medical Coverage.** An employee may waive medical insurance with adequate proof of other group qualifying medical coverage. Employee must sign a statement and provide proof that they are enrolled and covered under another group medical plan. The signed statement (Notice of Waiver form) showing other group medical coverage shall be received by the Human Resources Department within thirty (30) days following the special enrollment period due to the CalPERS transition. Thereafter, the notice of waiver and form showing other group medical coverage shall be received by the Human Resources Department within sixty (60) days of date of hire, or annually during Open Enrollment. If proof of coverage is not received, the employee will not be enrolled in a medical plan and will not be eligible for the medical waiver cash payment.

  
Steven Espinoza      Date  
Assistant Human Resources Director  
County of Riverside

  
Victor M. Gordo      Date  
Business Manager  
LIUNA Local 777