

A large, dense crowd of people is shown at a protest or rally. Many individuals are holding up signs and banners. Some of the visible signs include "SEIU Local 721", "LA COUNTY RESPECTS WHO PROTECTS US", "FIGHT FOR THE FRONTLINE", "IN ACTION!", "Care for us so we can care for you.", and "PROTECT OUR JOBS". The crowd is diverse in age and appearance, and the overall atmosphere appears to be one of active participation and advocacy.

# Measure A Labor Council Presentation on LA County Union Benefits

April 17, 2026



# LA County Union Benefits

- Brief History of Options Plan
- Options Plan Overview
- Bargaining and Administration
- Other Considerations

April 17, 2026



# Brief History of Options Plan

- **1991 – Rolling Thunder**
- **9 day strike at different locations each day**
- **Achieved fully covered medical**
- **100% of Kaiser and 60% of Delta Dental PPO**

# Options Plan Overview - Medical

- Medical – Kaiser, UnitedHealthcare Harmony, UnitedHealthcare Signature Value, UnitedHealthcare PPO
- Vision coverage included with medical, not separately contracted
- Wellness funding included
- Medical enrollment required unless covered by another plan

# Options Plan Overview - Medical

- Negotiated benefit improvements
- 2003 restructured office visit and prescription copays to maintain affordability
- 2008 restructured copays to incentivize urgent care and generic prescriptions
- 2009 waived copays for preventative care
- 2010 increased lifetime maximum for UnitedHealthcare PPO

## Options Plan Overview - Dental

- Dental – Delta Dental PPO, MetLife (Safeguard) DHMO
- PPO subsidy separate from contribution
- Dental enrollment required unless covered by another plan
  
- Negotiated benefit improvements
- 2009 increased annual maximum, added orthodontia and dental implant coverage

# Options Plan Overview - Retirement

- LACERA Defined Benefit Plan
- Employee and employer contributions (except Plan E)
- Contribution rates adjusted by actuarial evaluation
  
- Horizons Defined Contribution Plan
- Voluntary plan, up to 4% employer match
  
- Pension Savings Plan
- Mandatory 457 plan for part-time and temporary not eligible for LACERA

## Options Plan Overview – Additional Benefits

- Dependent Care Spending Account
- Employer contribution based on salary
- Annual limit on total expenditure
- Required minimum employee contribution
  
- Partial pay sick time in place of short-term disability insurance
  
- Family Leave
- In accordance with federal and state mandatory benefits, not paid
  
- Pregnancy Leave
- May use sick leave and accrued vacation time

# Bargaining and Administration

- Bargaining
  - Typically three year cycle
  - Determining and securing prospective contribution amounts is challenging
- Administration
  - Benefits Administration Committee – joint labor-management, responsible for annual premium negotiations, adjustments to plan designs
  - Plan eligibility – full-time permanent employees
  - Contribution eligibility based on pay status, minimum monthly hours

## Other Considerations

- Premium cost factors
- Enrollment population size, claims experience, demographics, plan design
- Right of carriers to re-rate with significant changes in enrollment
  
- Union-sponsored healthcare plans
- CAPE Blue Shield plans
- ALADS Anthem Blue Cross plans
- Fire Fighters Local 1014 Health Plan