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December 30, 2009

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VIA U.S. MAIL and E-MAIL bkean@calnurses.org

Ms. Beth Kean
CNA University of California and
Public Sector Divisions Director
California Nurses Association/NNOC
2000 Franklin Street, Suite 300
Oakland, CA 94612

Re: The University's Implemented Terms

Dear Beth:

On December 21, 2009, I sent you a letter in which I enclosed the University's last, best and final offer ("LBFO") and invited you to contact me by December 28, 2009, if you believed that there was anything further to discuss. Having heard nothing from you, the University hereby exercises its right to implement portions of that LBFO.

Stepping back, I note the following relevant facts from these negotiations.

Pre-Impasse Negotiations: The parties met on nine occasions in August 2009, at least once near each of the five Medical Centers. Each bargaining session lasted an entire day or the major portion thereof. The parties exchanged nine proposals (four by the University and five by CNA) relating to the reopened articles (8 [Staffing], 15 [Benefits], 38 [Duration] and 40 [Compensation]) of the collective bargaining agreement. On August 28, 2009, CNA declared the negotiations to be at impasse. The University, pursuant to its duties under Article 38, § B.3, did not oppose CNA's declaration of impasse.

Post-Impasse Fact-Finding and Mediation: In September and early October 2009, the parties engaged in the post-impasse fact-finding process, as mandated by HEERA, before fact-finder John Kagel. On two days in early November 2009, the parties again met with John Kagel, this time for post-impasse mediation. This post-impasse process lasted several days longer than the pre-impasse negotiations themselves. The parties engaged in extensive discussion with each other and with Mr. Kagel regarding their proposals with respect to each of the reopened articles. This process resulted in the issuance of the fact-finder's recommendations, on November 9, 2009.

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Subsequent Correspondence And Proposals: After the University had completed its review of the fact-finder's recommendation, on November 24, 2009, I sent you a letter inviting CNA to engage in a further meeting to determine whether the impasse (declared by CNA) could be broken in light of the fact-finder's recommendations. I offered to meet on either November 30, 2009 or December 2, 2009 at CNA's offices – or on another date of your earliest availability. By email and fax of November 30, 2009, you indicated that CNA (i) did not believe impasse could be broken and (ii) would not accept the University's invitation to engage in further meetings unless you received "new proposals from the University demonstrating a significant change in the University's current bargaining positions."

Subsequently, the University made further concessions. On December 3, 2009, the University offered its fifth proposal, which, consistent with CNA's position and the fact-finder's recommendations: (i) proposed a within range step increase for nurses in July 2010; and (ii) dropped the University's proposal for an extended contract duration. Further, on December 11, 2009, I sent you a letter in which the University proposed to add two new longevity wage steps for nurses (CNIIs and CNIIIs) at UCLA Medical Center. In each of these letters, I invited you to let me know if CNA was interested in further negotiations. With respect to the first letter, (dated December 3, 2009), you responded with a one-sentence email, on December 11, 2009, in which you indicated that the University's movement had not changed CNA's position. With respect to the second letter (dated December 11, 2009), you provided no response at all.

Accordingly, the University converted its proposal to an LBFO on December 21, 2009, and now implements portions of that LBFO. In this regard, I remind you that once impasse is reached, either party may refuse to negotiate further, and the employer is free to implement changes reasonably comprehended within its LBFO. *See, e.g., Rowland Unified School District* (1994) PERB Dec. No. 1053; *Orange Unified School District* (2000) PERB Dec. No. 1416; *Regents of the University of California (CNA)* (1996) PERB Dec. No. 1157-H. *Accord, e.g., Western Newspaper Publishing, Inc.* (1984) 269 NLRB 355; *In re Jano Graphics, Inc.* (2003) 339 NLRB 251, 257; *Lehigh Portland Cement Co.* (1987) 286 NLRB 1366.

The University's Implemented Terms are enclosed herewith and are effective immediately. Page 1 of the Implemented Terms contains a detailed explanation of the implementation. Please do not hesitate to contact me if you find this explanation to be unclear in any respect.

Very truly yours,

Robert G. Hulteng



Enclosure

cc: University of California

**University's Implemented Terms
2009 UC / CNA Reopener Negotiations
Effective December 30, 2009**

The University hereby implements the following portions of its last, best and final offer ("LBFO") dated December 21, 2009.

Only those provisions expressly enumerated immediately below are part of this implementation. This implementation does not otherwise affect or alter existing contract language.

For ease of reference, the implemented terms of the University's LBFO are underlined in the text of Articles 15 and 40, below.

- Revised Appendix B-2 (attached hereto);
- Revised Clinical Nurse wage steps for UCLA Medical Center (previous version found on p. 127 of the contract; implemented version attached hereto);
- Article 15, § A.1.d;
- Article 15, § B.1 (structural change only; same language formerly found at § A.1.a);
- Article 15, § B.2 (year change and reference to "revised Appendix B-2" only);
- Article 15, § B.4 (year change only);
- Article 40, § A.2 (deletion merely to harmonize with § A.3);
- Article 40, § A.3; and
- Article 40, § A.4 (deletion merely to harmonize with § A.3).

**University's Implemented Terms
2009 UC / CNA Reopener Negotiations
Effective December 30, 2009**

**ARTICLE 15
BENEFITS**

A. GENERAL CONDITIONS

1. Eligible nurses may participate in a number of retirement, medical, dental, and other benefit programs to the same extent as other eligible staff employees of the University.
 - a. The University may, at its option during the term of this Agreement, alter its retirement system plans (UCRS). Such alterations include, but are not limited to altering eligibility criteria, establishing new coverage, altering or deleting current coverage, altering employee and University rates of contribution, , or changing the carrier for established plans or programs.
 - b. In the event the University makes alterations as referenced in §A.1.a., above, the changes will apply to nurses eligible for benefits within the unit in the same manner as they apply to other eligible staff employees at the same campus/laboratory. The sole exceptions to §A.1.a (above) shall be:
 - 1) any alterations proposed by the University that affect only bargaining unit nurses, and
 - 2) any alterations proposed by the University which reduce retiree health, and UCRS retirement benefits of bargaining unit nurses (excluding termination of the redirected Defined Contribution Plan contributions), and
 - 3) any alterations which require new or increased employee contributions to the UCRP in an amount greater than the rate of the mandatory contribution that was redirected to the Defined Contribution Plan; and
 - 4) any alterations in which the University contributions to the UCRP are lower than the member (employee) contributions.
 - c. In such cases (as identified in §A.1.b (above)), the University agrees to meet and confer with respect to the proposed change.
 - d. Effective April 2010, the University shall end the redirection to the Defined Contribution Plan of member contributions to the University of California Retirement Plan (UCRP).

B. HEALTH BENEFITS

1. The University health and welfare plans provide an annual open enrollment period during which eligible employees may elect to change specific plan or coverage options. Open enrollment provides an opportunity for employees to choose among plans due to changes in circumstances of the employees, changes in the coverage and costs of each plan, and changes in plan availability which may change from year to year.

**University's Implemented Terms
2009 UC / CNA Reopener Negotiations
Effective December 30, 2009**

2. In calendar year 2010, as soon as practicable after the effective date of the Agreement, the University and the employees shall pay the amount appropriate to the employee's pay band and the employee's selected coverage category (single, adult + children, two adults, or family) and health plan. See revised Appendix B-2.
3. The costs for plans to which the University does not contribute are to be paid by bargaining unit nurses normally through payroll deduction.
4. Payband placement for any year is based on the nurse's January 1 full-time annualized salary as of the previous year. For example, for the 2010 calendar year, the placement is based on the nurse's January 1, 2009 full-time annualized salary. Such salary includes stipends paid on January 1, but does not include shift differentials or other ancillary pay. Paybands are generally adjusted annually, using the California Consumer Price index.

C. ENUMERATION OF UNIVERSITY BENEFITS

For informational purposes only, a brief outline of benefit programs is found in Appendix B-1.

**University's Implemented Terms
2009 UC / CNA Reopener Negotiations
Effective December 30, 2009**

**ARTICLE 40
COMPENSATION**

A. GENERAL PROVISIONS

1. Nurses are compensated in accordance with the location-specific compensation programs established for nurses at their respective employment locations as set forth below.
2. **Effective date of salary increases – Salary increases shall be effective on the first day of the payroll period nearest the first day of the month in which the increase occurs.** In the event the first day of the payroll periods are equidistant from the first day of a month, the earlier payroll period shall be used.
3. **Within-Range Step Increase Effective Date - All eligible nurses (except LBNL and standalone Student Health Care Centers) shall receive, in July 2010, a within range step increase.**
4. **Appendix A - The applicable salaries are reflected in Appendix A.** The parties recognize that the actual salary rates paid to nurses may slightly vary from those reflected in Appendix A due to rounding.
 - a. Salary Ranges and Step Placement
 - 1) Nurses are placed on the appropriate step according to the location's hiring grid or hiring plan. Each campus/hospital/laboratory's method of providing credit for relevant experience for nurses, including service for Student Health Center nurses, will be measured up to the first day of May (or the first day of July at UCI and UCB) coinciding with or prior to their date of hire.
 - 2) Step tables for all locations are shown in Appendix A.
 - b. All provisions in this Article applicable to career nurses shall apply equally to limited appointment nurses unless otherwise agreed to by the parties.
 - c. Unless otherwise specified, pay increases (regardless of type) shall be base-building only up to the maximum of the applicable salary range. The campus or Medical Center's normal pay practices shall be followed in implementing pay increases.
 - d. Where no compensation changes are reflected in this Article 40 for any particular job classification(s), pay for such classification(s) remains unchanged.

B. SAN DIEGO, DAVIS, SAN FRANCISCO AND IRVINE SPECIALTY CERTIFICATION DIFFERENTIAL

1. Full-time, part-time career and special per diem Nurses will receive Specialty Certification Differential when:
 - a. The certification is from a University-recognized professional organization Board or Agency; and

**University's Implemented Terms
2009 UC / CNA Reopener Negotiations
Effective December 30, 2009**

- b. The Nurse is in a position in the specialty in which s/he is certified; and
 - c. The Nurse maintains current certification.
 - d. Qualifying full-time career Nurses will receive \$100.00 per month (or \$92.31 per Quadri-weekly cycle), and qualifying part-time Nurses will receive a prorated amount on the basis of the appointment rate.
2. Qualifying Per Diem Nurses who have worked at least 1000 hours in the previous contract year shall receive a one-time non-base building lump sum payment of \$600. Review of qualifying hours shall be accomplished in the first month of the new contract year, and shall be paid as soon as practicable thereafter.

C. LOS ANGELES SPECIALTY CERTIFICATION DIFFERENTIAL

1. Full-time, part-time and special per diem Nurses will receive Specialty Certification Differential when:
- a. The certification is from a University-recognized professional organization, Board or Agency; and
 - b. The Nurse is in at least a 50% position in the specialty in which s/he is certified; and
 - c. The nurse maintains current certification.
2. Qualifying full-time nurses will receive \$100.00 per month (or \$92.31 per quadri-weekly cycle), and qualifying part-time nurses will receive a prorated amount on the basis of the appointment rate.

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APPENDIX B-2

University of California Summary of Net Employee Contributions 2009 Versus 2010

Revised to CNA
10/2/09 (in fact-finding)

2009 Net Premiums

	Pay Band 1 (\$46,000 and Under)			Pay Band 2 (\$46,001 to \$92,000)			Pay Band 3 (\$92,001 to \$137,000)			Pay Band 4 (Over \$137,000)						
	U	UC	UAC	U	UC	UAC	U	UC	UAC	U	UC	UAC				
Health Net	\$17.73	\$31.90	\$72.91	\$87.10	\$45.36	\$81.64	\$136.16	\$172.45	\$73.54	\$132.37	\$192.36	\$251.19	\$103.28	\$185.90	\$251.48	\$334.10
Kaiser	\$6.06	\$10.29	\$10.99	\$15.48	\$33.90	\$60.41	\$74.72	\$101.48	\$62.33	\$111.59	\$131.41	\$180.91	\$92.85	\$166.52	\$192.08	\$265.99
WHA	\$6.06	\$10.29	\$10.99	\$15.48	\$33.90	\$60.41	\$74.72	\$101.48	\$62.33	\$111.59	\$131.41	\$180.91	\$92.85	\$166.52	\$192.08	\$265.99
ABC PLUS	\$31.07	\$55.91	\$100.92	\$125.79	\$58.70	\$105.65	\$164.17	\$211.14	\$86.88	\$156.38	\$220.37	\$289.88	\$116.62	\$209.91	\$279.49	\$372.79
ABC PPO	\$27.31	\$49.14	\$93.03	\$114.88	\$54.94	\$98.88	\$156.28	\$200.23	\$83.12	\$149.61	\$212.48	\$278.97	\$112.86	\$203.14	\$271.60	\$361.88
CIGNA	\$29.07	\$52.31	\$96.72	\$119.99	\$56.70	\$102.05	\$159.97	\$205.34	\$84.88	\$152.78	\$216.17	\$284.08	\$114.62	\$206.31	\$275.29	\$366.99

2010 Net Premiums

	Pay Band 1 (\$46,000 and Under)			Pay Band 2 (\$46,001 to \$92,000)			Pay Band 3 (\$92,001 to \$137,000)			Pay Band 4 (Over \$137,000)						
	U	UC	UAC	U	UC	UAC	U	UC	UAC	U	UC	UAC				
Health Net	\$19.97	\$35.95	\$82.30	\$98.28	\$51.18	\$92.13	\$153.55	\$194.50	\$83.21	\$149.78	\$217.41	\$283.98	\$116.37	\$209.47	\$283.56	\$376.66
Kaiser	\$6.84	\$12.31	\$14.36	\$19.84	\$38.05	\$68.49	\$85.61	\$116.06	\$70.08	\$126.14	\$149.47	\$205.54	\$103.24	\$185.83	\$215.62	\$298.22
WHA	\$6.84	\$12.31	\$14.36	\$19.84	\$38.05	\$68.49	\$85.61	\$116.06	\$70.08	\$126.14	\$149.47	\$205.54	\$103.24	\$185.83	\$215.62	\$298.22
ABC PLUS	\$29.47	\$53.05	\$102.26	\$125.82	\$60.68	\$109.23	\$173.51	\$222.04	\$92.71	\$166.88	\$237.37	\$311.52	\$125.87	\$226.57	\$303.52	\$404.20
ABC PPO	\$88.61	\$159.50	\$226.45	\$297.33	\$119.82	\$215.68	\$297.70	\$393.55	\$151.85	\$273.33	\$361.56	\$483.03	\$185.01	\$333.02	\$427.71	\$575.71
CIGNA	\$86.61	\$155.89	\$222.25	\$291.53	\$117.82	\$212.07	\$293.50	\$387.75	\$149.85	\$269.72	\$357.36	\$477.23	\$183.01	\$329.41	\$423.51	\$569.91

\$ Difference

	Pay Band 1			Pay Band 2			Pay Band 3			Pay Band 4						
	U	UC	UAC	U	UC	UAC	U	UC	UAC	U	UC	UAC				
Health Net	\$2.24	\$4.05	\$9.39	\$11.18	-\$5.82	\$10.49	\$17.39	\$22.05	\$9.67	\$17.41	\$25.05	\$32.79	\$13.09	\$23.57	\$32.08	\$42.56
Kaiser	\$0.78	\$2.02	\$3.37	\$4.36	\$4.15	\$8.08	\$10.89	\$14.58	\$7.75	\$14.55	\$18.06	\$24.63	\$10.39	\$19.31	\$23.54	\$32.23
WHA	\$0.78	\$2.02	\$3.37	\$4.36	\$4.15	\$8.08	\$10.89	\$14.58	\$7.75	\$14.55	\$18.06	\$24.63	\$10.39	\$19.31	\$23.54	\$32.23
ABC PLUS	(\$1.60)	(\$2.86)	\$1.34	\$0.03	\$1.98	\$3.58	\$9.34	\$10.90	\$5.83	\$10.50	\$17.00	\$21.64	\$9.25	\$16.66	\$24.03	\$31.41
ABC PPO	\$61.30	\$110.36	\$133.42	\$182.45	\$64.88	\$116.80	\$141.42	\$193.32	\$68.73	\$123.72	\$149.08	\$204.06	\$72.15	\$129.88	\$156.11	\$213.83
CIGNA	\$57.54	\$103.58	\$125.53	\$171.54	\$61.12	\$110.02	\$133.53	\$182.41	\$64.97	\$116.94	\$141.19	\$193.15	\$68.39	\$123.10	\$148.22	\$202.92

APPENDIX B-2

UNIVERSITY OF CALIFORNIA:
MONTHLY COST OF MEDICAL PLANS
FOR EMPLOYEES WITH FULL-TIME SALARY RATE OF \$46,000 AND UNDER

1/1/2010-12/31/2010

MEDICAL PLAN	Non-Medicare			
	U	UC	UA	UAC
	Single	Adult plus Child(ren)	Two Adults	Family
2010 GROSS/NET EMPLOYEE COST				
Health Net				
Gross Rates	487.43	877.38	1,023.60	1,413.55
Employer Contribution	467.46	841.43	941.30	1,315.27
Net Cost	19.97	35.95	82.30	98.28
Kaiser Permanente - CA				
Gross Rates	427.20	768.96	897.12	1,238.88
Employer Contribution	420.36	756.65	882.76	1,219.04
Net Cost	6.84	12.31	14.36	19.84
Anthem Blue Cross PLUS				
Gross Rates	496.93	894.48	1,043.56	1,441.09
Employer Contribution	467.46	841.43	941.30	1,315.27
Net Cost	29.47	53.05	102.26	125.82
Anthem Blue Cross PPO				
Gross Rates	556.07	1,000.93	1,167.75	1,612.60
Employer Contribution	467.46	841.43	941.30	1,315.27
Net Cost	88.61	159.50	226.45	297.33
Western Health Advantage				
Gross Rates	419.29	754.72	880.51	1,215.94
Employer Contribution	412.45	742.41	866.15	1,196.10
Net Cost	6.84	12.31	14.36	19.84
CORE Major Medical				
Gross Rates	63.76	114.77	133.90	184.90
Employer Contribution	63.76	114.77	133.90	184.90
Net Cost	0.00	0.00	0.00	0.00
Kaiser Permanente - Mid-Atlantic				
Gross Rates	469.05	844.29	985.01	1,360.25
Employer Contribution	462.21	831.98	941.30	1,315.27
Net Cost	6.84	12.31	43.71	44.98
Kaiser Umbrella				
Gross Rates	686.33	1,235.39	1,441.29	1,990.36
Employer Contribution	467.46	841.43	941.30	1,315.27
Net Cost	218.87	393.96	499.99	675.09
CIGNA				
Gross Rates	554.07	997.32	1,163.55	1,606.80
Employer Contribution	467.46	841.43	941.30	1,315.27
Net Cost	86.61	155.89	222.25	291.53

APPENDIX B-2

UNIVERSITY OF CALIFORNIA:
MONTHLY COST OF MEDICAL PLANS
FOR EMPLOYEES WITH FULL-TIME SALARY RATE OF \$46,001 TO \$92,000

1/1/2010-12/31/2010

MEDICAL PLAN	Non-Medicare			
	U	UC	UA	UAC
	Single	Adult plus Child(ren)	Two Adults	Family
2010 GROSS/NET EMPLOYEE COST				
Health Net				
Gross Rates	487.43	877.38	1,023.60	1,413.55
Employer Contribution	436.25	785.25	870.05	1,219.05
Net Cost	51.18	92.13	153.55	194.50
Kaiser Permanente - CA				
Gross Rates	427.20	768.96	897.12	1,238.88
Employer Contribution	389.15	700.47	811.51	1,122.82
Net Cost	38.05	68.49	85.61	116.06
Anthem Blue Cross PLUS				
Gross Rates	496.93	894.48	1,043.56	1,441.09
Employer Contribution	436.25	785.25	870.05	1,219.05
Net Cost	60.68	109.23	173.51	222.04
Anthem Blue Cross PPO				
Gross Rates	556.07	1,000.93	1,167.75	1,612.60
Employer Contribution	436.25	785.25	870.05	1,219.05
Net Cost	119.82	215.68	297.70	393.55
Western Health Advantage				
Gross Rates	419.29	754.72	880.51	1,215.94
Employer Contribution	381.24	686.23	794.90	1,099.88
Net Cost	38.05	68.49	85.61	116.06
CORE Major Medical				
Gross Rates	63.76	114.77	133.90	184.90
Employer Contribution	63.76	114.77	133.90	184.90
Net Cost	0.00	0.00	0.00	0.00
Kaiser Permanente - Mid-Atlantic				
Gross Rates	469.05	844.29	985.01	1,360.25
Employer Contribution	431.00	775.80	870.05	1,219.05
Net Cost	38.05	68.49	114.96	141.20
Kaiser Umbrella				
Gross Rates	686.33	1,235.39	1,441.29	1,990.36
Employer Contribution	436.25	785.25	870.05	1,219.05
Net Cost	250.08	450.14	571.24	771.31
CIGNA				
Gross Rates	554.07	997.32	1,163.55	1,606.80
Employer Contribution	436.25	785.25	870.05	1,219.05
Net Cost	117.82	212.07	293.50	387.75

APPENDIX B-2

UNIVERSITY OF CALIFORNIA:
MONTHLY COST OF MEDICAL PLANS
FOR EMPLOYEES WITH FULL-TIME SALARY RATE OF \$92,001 TO \$137,000

1/1/2010-12/31/2010

MEDICAL PLAN	Non-Medicare			
	II	IIC	IIA	IIC
	Single	Adult plus Child(ren)	Two Adults	Family
2010 GROSS/NET EMPLOYEE COST				
Health Net				
Gross Rates	487.43	877.38	1,023.60	1,413.55
Employer Contribution	404.22	727.60	806.19	1,129.57
Net Cost	83.21	149.78	217.41	283.98
Kaiser Permanente - CA				
Gross Rates	427.20	768.96	897.12	1,238.88
Employer Contribution	357.12	642.82	747.65	1,033.34
Net Cost	70.08	126.14	149.47	205.54
Anthem Blue Cross PLUS				
Gross Rates	496.93	894.48	1,043.56	1,441.09
Employer Contribution	404.22	727.60	806.19	1,129.57
Net Cost	92.71	166.88	237.37	311.52
Anthem Blue Cross PPO				
Gross Rates	556.07	1,000.93	1,167.75	1,612.60
Employer Contribution	404.22	727.60	806.19	1,129.57
Net Cost	151.85	273.33	361.56	483.03
Western Health Advantage				
Gross Rates	419.29	754.72	880.51	1,215.94
Employer Contribution	349.21	628.58	731.04	1,010.40
Net Cost	70.08	126.14	149.47	205.54
CORE Major Medical				
Gross Rates	63.76	114.77	133.90	184.90
Employer Contribution	63.76	114.77	133.90	184.90
Net Cost	0.00	0.00	0.00	0.00
Kaiser Permanente - Mid-Atlantic				
Gross Rates	469.05	844.29	985.01	1,360.25
Employer Contribution	398.97	718.15	806.19	1,129.57
Net Cost	70.08	126.14	178.82	230.68
Kaiser Umbrella				
Gross Rates	686.33	1,235.39	1,441.29	1,990.36
Employer Contribution	404.22	727.60	806.19	1,129.57
Net Cost	282.11	507.79	635.10	860.79
CIGNA				
Gross Rates	554.07	997.32	1,163.55	1,606.80
Employer Contribution	404.22	727.60	806.19	1,129.57
Net Cost	149.85	269.72	357.36	477.23

APPENDIX B-2

UNIVERSITY OF CALIFORNIA:
MONTHLY COST OF MEDICAL PLANS
FOR EMPLOYEES WITH FULL-TIME SALARY RATE OVER \$137,000

1/1/2010-12/31/2010

MEDICAL PLAN	Non-Medicare			
	U	UC	UA	UAC
	Single	Adult plus Child(ren)	Two Adults	Family
2010 GROSS/NET EMPLOYEE COST				
Health Net				
Gross Rates	487.43	877.38	1,023.60	1,413.55
Employer Contribution	371.06	667.91	740.04	1,036.89
Net Cost	116.37	209.47	283.56	376.66
Kaiser Permanente - CA				
Gross Rates	427.20	768.96	897.12	1,238.88
Employer Contribution	323.96	583.13	681.50	940.66
Net Cost	103.24	185.83	215.62	298.22
Anthem Blue Cross PLUS				
Gross Rates	496.93	894.48	1,043.56	1,441.09
Employer Contribution	371.06	667.91	740.04	1,036.89
Net Cost	125.87	226.57	303.52	404.20
Anthem Blue Cross PPO				
Gross Rates	556.07	1,000.93	1,167.75	1,612.60
Employer Contribution	371.06	667.91	740.04	1,036.89
Net Cost	185.01	333.02	427.71	575.71
Western Health Advantage				
Gross Rates	419.29	754.72	880.51	1,215.94
Employer Contribution	316.05	568.89	664.89	917.72
Net Cost	103.24	185.83	215.62	298.22
CORE Major Medical				
Gross Rates	63.76	114.77	133.90	184.90
Employer Contribution	63.76	114.77	133.90	184.90
Net Cost	0.00	0.00	0.00	0.00
Kaiser Permanente - Mid-Atlantic				
Gross Rates	469.05	844.29	985.01	1,360.25
Employer Contribution	365.81	658.46	740.04	1,036.89
Net Cost	103.24	185.83	244.97	323.36
Kaiser Umbrella				
Gross Rates	686.33	1,235.39	1,441.29	1,990.36
Employer Contribution	371.06	667.91	740.84	1,036.89
Net Cost	315.27	567.48	701.25	953.47
CIGNA				
Gross Rates	554.07	997.32	1,163.55	1,606.80
Employer Contribution	371.06	667.91	740.04	1,036.89
Net Cost	183.01	329.41	423.51	569.91

APPENDIX B-2

UNIVERSITY OF CALIFORNIA:
MONTHLY COST OF MEDICAL PLANS
FOR RETIREES

1/1/2010-12/31/2010

	Non-Medicare			Medicare			Split-Medicare			Family (1)	Family (2)
	U	UA	UAC	M	MM	MMM	MA	MC	MAC		
	Single	Adult plus Child(ren)	Family	Single	Two Party	Family	Two Adults	Adult plus Child(ren)	Family (1)	Family (2)	
2010 GROSS/NET RETIREE COST											
Health Net											
Gross Rates	487.43	877.38	1,023.60	293.60	587.20	880.80	829.77	683.55	1,219.05	977.15	
Employer Contribution	427.05	768.69	1,193.34	293.60	587.20	880.80	825.13	683.55	1,166.77	977.15	
Net Cost	60.38	108.69	171.90	0.00	0.00	0.00	4.64	0.00	32.28	0.00	
Part B UC Reimbursement				96.40	192.80	289.20	0.00	58.57	0.00	165.45	
Kaiser Permanente - CA											
Gross Rates	427.20	768.96	897.12	246.99	493.98	740.97	716.91	588.75	1,038.67	835.74	
Employer Contribution	379.95	683.91	783.17	246.99	493.98	740.97	716.91	588.75	1,038.67	835.74	
Net Cost	47.25	85.05	103.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Part B UC Reimbursement				96.40	192.80	289.20	96.40	96.40	58.98	192.80	
High Option Supplement to Medicare											
Gross Rates	N/A	N/A	N/A	408.20	816.40	1,224.60	N/A	N/A	N/A	N/A	
Employer Contribution	N/A	N/A	N/A	400.48	800.96	1,201.44	N/A	N/A	N/A	N/A	
Net Cost	N/A	N/A	N/A	7.72	15.44	23.16	N/A	N/A	N/A	N/A	
Part B UC Reimbursement				0.00	0.00	0.00	N/A	N/A	N/A	N/A	
Anthem Blue Cross P/L/S											
Gross Rates	496.93	894.48	1,043.56	345.27	690.54	1,035.81	891.90	742.12	1,289.43	1,088.07	
Employer Contribution	427.05	768.69	893.34	345.27	690.54	1,035.81	825.13	742.12	1,166.77	1,088.07	
Net Cost	69.88	125.79	191.86	0.00	0.00	0.00	66.77	0.00	122.66	0.00	
Part B UC Reimbursement				55.21	110.42	165.63	0.00	0.00	0.00	54.33	
Androm Blue Cross PFO											
Gross Rates	556.07	1,000.93	1,167.75	389.22	658.44	987.66	940.90	774.08	1,385.75	1,179.56	
Employer Contribution	427.05	768.69	893.34	329.22	658.44	987.66	825.13	742.12	1,166.77	1,142.60	
Net Cost	129.02	232.24	316.05	0.00	0.00	0.00	115.77	31.96	218.98	36.96	
Part B UC Reimbursement				71.26	142.52	213.78	0.00	0.00	0.00	0.00	
Western Health Advantage											
Gross Rates	419.29	754.72	880.51	320.85	641.70	962.55	782.07	656.28	1,117.50	977.13	
Employer Contribution	372.04	668.67	776.56	320.85	641.70	962.55	782.07	656.28	1,102.62	977.13	
Net Cost	47.25	86.05	103.95	0.00	0.00	0.00	0.00	0.00	14.88	0.00	
Part B UC Reimbursement				79.63	159.26	238.89	22.93	41.83	0.00	121.46	
CORE Major Medical											
Gross Rates	63.76	114.77	133.90	136.01	272.02	408.03	206.15	187.02	257.15	323.02	
Employer Contribution	63.76	114.77	133.90	136.01	272.02	408.03	206.15	187.02	257.15	323.02	
Net Cost	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Part B UC Reimbursement				96.40	192.80	289.20	96.40	96.40	96.40	192.80	

Gross/Net-Retirees

APPENDIX B-2

UNIVERSITY OF CALIFORNIA:
MONTHLY COST OF MEDICAL PLANS
FOR RETIREES

1/1/2010-12/31/2010

MEDICAL PLAN	Non-Medicare			Medicare			Split-Medicare			Family (1)	Family (2)
	U	UC	UA	M	MM	MA	M/C	M/C	M/C		
	Single	Adult plus Child(ren)	Two Adults	Single	Two Party	Two Adults	Family	Adult plus Child(ren)	Family (1)	Family (2)	
2010 GROSS/NET RETIREE COST											
Kaiser Permanente - Mid-Atlantic											
Gross Rates	469.05	844.29	985.01	1,360.25	517.36	258.68	776.04	633.92	1,149.88	892.60	
Employer Contribution	421.80	739.24	851.70	1,193.34	517.36	258.68	776.04	633.92	1,149.88	892.60	
Net Cost	47.25	85.05	133.31	166.91	0.00	0.00	0.00	0.00	0.00	0.00	
Part B UC Reimbursement					96.40	192.80	289.20	96.40	22.14	192.80	
Kaiser Unirevella											
Gross Rates	686.33	1,235.39	1,441.29	1,990.36	527.84	263.92	791.76	812.98	1,567.95	1,251.78	
Employer Contribution	427.05	768.69	851.70	1,193.34	527.84	263.92	791.76	742.12	1,166.77	1,142.60	
Net Cost	259.28	466.70	589.59	797.02	0.00	0.00	0.00	70.86	401.18	109.18	
Part B UC Reimbursement					96.40	192.80	289.20	0.00	0.00	0.00	
CIGNA											
Gross Rates	554.07	997.32	1,163.55	1,606.80	N/A	N/A	N/A	N/A	N/A	N/A	
Employer Contribution	427.05	768.69	851.70	1,193.34	N/A	N/A	N/A	N/A	N/A	N/A	
Net Cost	127.02	228.63	311.85	413.46	N/A	N/A	N/A	N/A	N/A	N/A	
Part B UC Reimbursement					N/A	N/A	N/A	N/A	N/A	N/A	
PPO Medicare No Rx											
Gross Rates	N/A	N/A	N/A	N/A	324.94	162.47	487.41	N/A	N/A	N/A	
Employer Contribution	N/A	N/A	N/A	N/A	324.94	162.47	487.41	N/A	N/A	N/A	
Net Cost	N/A	N/A	N/A	N/A	0.00	0.00	0.00	N/A	N/A	N/A	
Part B UC Reimbursement					192.80	96.40	289.20	N/A	N/A	N/A	
Maximum Medicare Part B Premium Refund:					\$96.40						

NOTES:
(1) MAC = Split Medicare family with at least one Non-Medicare Adult
(2) M/C = Split Medicare family with two Medicare Adults plus Child(ren)

