California Academy of Sciences and

Cal Academy Workers United

Management's Comprehensive Package Proposal on all Outstanding Issues

March 27, 2025

II. HEALTH BENEFITS

A. Eligibility

Regular full-time employees who regularly work 30-plus hours or more per week are eligible for medical, dental, and vision benefits, vacation and sick accrual, holiday pay, retirement plans, flex spending programs, commuter programs, and are provided Long Term Disability and Life Insurance once all prerequisites and qualifications for benefit eligibility are met by the employee.

Regular part-time employees who work regularly 20–29 hours per week are eligible for medical, vision and life insurance benefits, vacation and sick accrual, holiday pay, retirement plans, flex spending programs, and commuter programs once all prerequisites and qualifications for benefit eligibility are met by the employee.

On-call employees who work an average of 20 hours or more for over six consecutive months on an ongoing basis can become eligible for the applicable part-time benefits while maintaining their on-call status. In addition, on-call employees earn sick time in accordance with San Francisco's Proposition F.

Temporary employees whose assignment is a full-time position of six or more consecutive months will be eligible for full-time equivalent benefits once all prerequisites and qualifications for benefit eligibility are met by the employee.

B. Insurance Benefits

Effective the first full pay period after July 1, 2025, the Academy will contribute to employee health insurance premiums for eligible employees described above as follows:

1. Full-Time Employees

Employees with annual salary below $50,000

Contributions	**Academy%**	**EE %**

Basic HMO		
EE Only	100%	0.0%
EE + 1	87.7%	12.3%
EE + 2 or more	89.0%	11.0%
Contributions	**Academy%**	**EE%**
Enhanced HMO		
EE Only	97.1%	2.9%
EE + 1	85.8%	14.2%
EE + 2 or more	86.4%	13.6%
High Deductible Health Plan (HDHP/HSA)		
EE Only	93.8%	6.2%
EE + 1	84.9%	15.1%
EE + 2 or more	86.0%	14.0%
Kaiser HMO		
EE Only	94.0%	6.0%
EE + 1	72.3%	27.7%
EE + 2 or more	65.4%	34.6%

Employees with annual salary $50,000- $99,999

Contributions		
	Academy %	**EE %**
Basic HMO		
EE Only	100%	0.0%
EE + 1	84.5%	15.5%
EE + 2 or more	86.5%	13.5%
Enhanced HMO		
EE Only	93.7%	6.3%
EE + 1	82.5%	17.5%
EE + 2 or more	84.0%	16.0%
High Deductible Health Plan (HDHP/HSA)		
EE Only	91.8%	8.2%
EE + 1	81.9%	18.1%
EE + 2 or more	84.20%	15.8%
Kaiser HMO		

EE Only	86.6%	13.4%
EE + 1	70.4%	29.6%
EE + 2 or more	64.0%	36.0%

Employees with salaries $100,000+

Contributions		
	Academy %	**EE %**
Basic HMO		
EE Only	95.0%	5.0%
EE + 1	81.2%	18.8%
EE + 2 or more	84.1%	15.9%
Enhanced HMO		
EE Only	90.0%	10.0
EE + 1	79.1%	20.9%
EE + 2 or more	81.4%	18.6%
Annual Premium		
High Deductible Health Plan (HDHP/HSA)		
EE Only	87.8%	12.2%
EE + 1	79.9%	20.1%
EE + 2 or more	80.0%	20.0%
Annual Premium		
Kaiser HMO		
EE Only	82.1%	17.9%
EE + 1	68.4%	31.6%
EE + 2 or more	62.6%	37.4%

2. **Part-Time Employees**

Employee Contributions		
	Academy %	**EE %**
Basic HMO		
EE Only	80.0%	20.0%
EE + 1	59.2%	40.8%
EE + 2 or more	56.5%	43.5%
Enhanced HMO		

EE Only	63.5%	36.5%
EE + 1	51.7%	48.3%
EE + 2 or more	48.9%	51.1%
High Deductible Health Plan (HDHP/HSA)		
EE Only	65.2%	34.8%
EE + 1	53.9%	46.1%
EE + 2 or more	51.3%	48.7%
Kaiser HMO		
EE Only	55.4%	44.6%
EE + 1	36.5%	63.5%
EE + 2 or more	35.0%	65.0%

If the Academy receives a renewal quote for any plan that exceeds 10%, it will notify the Union within 20 days of receiving the renewal quote. In such circumstance, either party may request to meet and confer over cost sharing, plan design, contributions, and funding alternatives.

Effective the first full pay period after July 1, 2025, the Academy will contribute to employee dental insurance coverage for eligible employees described above as follows:

	Academy%	EE %
Delta Dental DPPO		
EE Only	70.0%	30.0%
EE + 1	40.0%	60.0%
EE + 2 or more	40.0%	60.0%
Delta Dental DHMO		
EE Only	100.0%	0.0%
EE + 1	60.0%	40.0%
EE + 2 or more	59.8%	40.2%

The Academy will provide life and disability insurance for eligible employees at no cost as follows:

- Life insurance up to one-times annual salary, to a maximum of $450,000
- Disability insurance with a 180-day elimination period