

BUTTE SCHOOLS SELF-FUNDED PROGRAMS

POLICIES & PROCEDURES MANUAL

Subject: **NEGOTIATIONS**

Section: **1.5**

Districts contract with the JPA for specific plan benefits but districts negotiate with bargaining units for specific benefit levels. Districts must ensure that the bargaining unit contract language does not grant benefits that are not provided for or allowed under the JPA agreement.

Examples of Things to Avoid:

- a. Benefits under JPA plans do not vest to employees or retirees. Plan provisions are guaranteed only for the plan year (July through June). JPA policy is to not make changes to existing plans that reduce benefits but the JPA reserves the right to do so on a year by year basis with the approval of the JPA Board of Directors.
- b. JPA plan administrators may change from time to time. Specific references to providers (such as Blue Cross) should be avoided in bargaining unit contracts, because such references may create a situation where the district cannot honor contract provisions because of a JPA-initiated change.