

AGREEMENT

Between

THE CAMDEN COUNTY TECHNICAL SCHOOLS

And

TEAMSTERS LOCAL UNION NO. 929

affiliated with

**INTERNATIONAL BROTHERHOOD OF TEAMSTERS
PENNSYLVANIA CONFERENCE OF TEAMSTERS**

and

JOINT COUNCIL 53



**TERM OF CONTRACT:
July 1, 2021 to June 30, 2024**

TABLE OF CONTENTS

ARTICLE 1 RECOGNITION OF THE UNION.....1

ARTICLE 2 FAIR EMPLOYMENT PRACTICES.....1

ARTICLE 3 SEPARABILITY.....1

ARTICLE 4 CARE AND MAINTENANCE OF BUSES.....2

ARTICLE 5 GRIEVANCE PROCEDURE.....2-4

ARTICLE 6 DISCHARGE AND SUSPENSION.....4

ARTICLE 7 GENERAL PROVISIONS.....4-5

ARTICLE 8 ACCESS TO PREMISES.....5

ARTICLE 9 DUES CHECK-OFF.....5-6

ARTICLE 10 JOB STEWARDS.....6

ARTICLE 11 TEMPORARY LEAVES OF ABSENCE.....6-7

ARTICLE 12 SUMMER EMPLOYEES.....7

ARTICLE 13 LEAVE OF ABSENCE.....7

ARTICLE 14 INSURANCE BENEFITS.....8-14

ARTICLE 15 SENIORITY.....14-15

ARTICLE 16 PENSION PLAN.....15

ARTICLE 17 MANAGEMENT RIGHTS.....16

ARTICLE 18 COMPENSATION.....16

ARTICLE 19 DURATION OF AGREEMENT.....16-17

SCHEDULE C

SCHEDULE D

AGREEMENT

This Agreement made and entered into on the date set forth below by and between the Camden County Technical Schools (hereinafter the "Schools" or the "Employer"), and Teamsters Local Union No. 929, affiliated with the International Brotherhood of Teamsters, (hereinafter the "Union" or "Local 929").

ARTICLE 1 RECOGNITION OF THE UNION

The Employer hereby recognizes the Union as the sole and exclusive representative for the purposes of collective bargaining in any and all matters relating to grievances, wages, hours, and conditions of employment of all full-time and regular part-time School Bus Drivers presently employed or hereinafter employed by the Schools.

Excluded from the unit are all other employees not specifically enumerated above.

The Board agrees not to enter into any agreements or contracts with its employees covered by this Agreement, individually or collectively, which in any way conflicts with the terms and provisions of this Agreement. Any such individual or collective agreement which conflicts with the terms and provisions of this Agreement shall be null and void.

The terms and conditions of this Agreement shall regulate the terms and conditions of employment of covered employees at all times.

ARTICLE 2 FAIR EMPLOYMENT PRACTICES

The Board and the Union agree that practices, procedures, and policies of the school system and the hiring, training, assignment, promotion, transfer, or discipline of employees or in the application or administration of this Agreement shall be conducted without discrimination on the basis of race, creed, color, religion, national origin, sex, domicile, age, marital status, and any other protected class covered by law.

ARTICLE 3 SEPARABILITY

If any provision of this Agreement or any application of this Agreement to any employee or employees is held to be contrary to law, then such provision or application shall not be deemed valid, but said provision shall not affect the interpretation or legal application of any of the other terms and conditions of this Agreement.

**ARTICLE 4
CARE AND MAINTENANCE OF BUSES**

The necessary gasoline, oil and other maintenance (except cleaning) shall be obtained at the locations and times designated by the Board. School Bus Drivers shall incur no out-of-pocket costs on behalf of the Board for gasoline, oil or maintenance of buses. However, they shall also be responsible for the proper maintenance of their buses and shall record in writing, on forms supplied by the Board, all mechanical difficulties, accidents and traffic violations to the Transportation Supervisor.

It shall be the responsibility of the School Bus Drivers to keep the interior of their buses clean at all times. Care and maintenance of the buses shall be in accordance with the District's published handbook.

**ARTICLE 5
GRIEVANCE PROCEDURE**

This grievance procedure is intended to provide a method for the settlement of employee expressions of dissatisfaction with the interpretation or application of this Agreement or any alleged violation thereof. This procedure will be the only avenue available to School Bus Drivers for the processing and final disposition of grievances relating to the terms of this Agreement.

The purpose of this procedure is to seek, at the lowest possible level, solutions to the problems, which may, from time to time, arise affecting employees. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at all levels of this procedure.

Procedure

To achieve maximum employee job satisfaction, the parties recognize that free and open communication between supervisor and employee is essential. For this reason, an employee will first be encouraged to bring his/her problem, complaint or grievance to his/her immediate supervisor for informal discussion and possible resolution.

All notices exclusive of Step #1 shall be sent via electronic mail to the Board and Union.

The parties recognize that speedy resolution of grievances is of vital importance to labor relations. Accordingly, time deadlines in the grievance and arbitration procedure are of the essence. Failure of the Union to process a grievance within the deadlines set forth herein will result in the waiver of that grievance; failure by the Board to comply with the deadlines imposed on it herein will entitle the Union to proceed to the next step of the grievance and arbitration procedure.

Step 1:

Grievance under this Article may be initiated by employees in the bargaining unit either singly or jointly. An employee with a grievance shall first discuss it with his/her Transportation Supervisor, either directly or through the Union's designated job steward, with the objective of resolving the matter informally. In the event that the grievance is pursued without the Union representative present, the Union will be afforded the opportunity to have a representative present at the time of final decision and/or adjustment and any adjustment will not be inconsistent with the terms of this Agreement. If the employee's grievance is unresolved at this level, he/she must within twenty (20) calendar days of the occurrence of the alleged grievance, then reduce said grievances to writing and process it under the following procedures.

Step 2:

If the employee's grievance is not resolved in accordance with Step #1, or if no decision has been rendered within five (5) school days after the presentation of the grievance in Step #1, he/she may pursue his/her grievance, in writing, on a form mutually acceptable to the Board and the Union. The written grievance will set forth, in addition to the nature of the grievance, a statement regarding the remedial action sought. If possible the employee will further state the provision of the collective bargaining agreement under which the grievance arose.

The written grievance shall be submitted to the *District Operations Manager*, or his/her designee within five (5) school days after the decision at Step #1. The *District Operations Manager*, or his/her designee shall render his/her decision, in writing, within ten (10) school days after receipt of written grievance.

Step 3:

If the employee is dissatisfied with the decision relating to his/her grievance, he/she may within five (5) school days of receipt of the aforesaid decision submit the written grievance to the Superintendent of Schools, or his/her designee. The Superintendent of Schools, or his designee, shall make and forward his/her decision in writing to the employee within fifteen (15) school days after receipt of the written grievance.

Step 4: If the employee disagrees with the finding of the Superintendent, he/she shall have the right to bring the matter to the attention of the entire School Board at the next regularly scheduled meeting. The School Board shall issue a written decision that will be final and binding except as provided in Step #5 in this article.

Step 4:

If the grievance is not resolved at the conclusion of Step #3 to the satisfaction of the employee, he/she may submit a written request to the Union, asking that the grievance be referred to arbitration, as provided herein.

Only the Union and the Board may refer matters to arbitration, not individual employees. The Union reserves the right to determine whether or not the employee's grievance will be referred to arbitration. Should the Union deny the employee's request, the decision reached at the conclusion of Step #4 will be final. The employee may not request further consideration of the grievance under the provisions of this Agreement.

If the Union decides to bring a grievance to arbitration, the Union must, within fifteen (15) days of the receipt of the written decision of the Board of Education, present its request in writing to the Superintendent of Schools with a copy to the Board of Education.

If the Union and the Board cannot agree on the selection of an arbitrator, it is agreed that the arbitrator shall be selected pursuant to the rules and procedures of the Public Employment Relations Commission (PERC). Whether an arbitrator is selected pursuant to the rules set forth by PERC or not, the rules concerning arbitration set forth by PERC will govern the arbitration proceeding.

The fees and expenses of arbitration shall be shared equally by the Union and the Board.

The arbitrator will be requested by the parties to render his decision as quickly as possible and not later than thirty (30) calendar days after conclusion of the hearing unless the parties agree otherwise. The arbitrator will be empowered to decide disputes based on the terms of this Agreement. The arbitrator's award shall be final and binding.

ARTICLE 6 DISCHARGE AND SUSPENSION

The Employer shall not discipline or discharge any School Bus Driver without just cause. Nothing herein shall limit the authority of the Employer to remove employees without pay during instances where the School Bus Driver is under suspicion of unfitness or misconduct provided that the School Bus Driver is reimbursed for wages lost in the event that just cause is not established by the District.

ARTICLE 7 GENERAL PROVISIONS

A. Defective Equipment and Safety Appliances

The Board shall not require School Bus Drivers to take out on the streets or highway any vehicles(s) that is (are) not safe or in good operating condition, or not equipped with safety appliances prescribed by law.

B. Court Appearances

When a School Bus Driver is required to report or appear in any Court, for the purpose of testifying not as a claimant or as a plaintiff, because of any accident or motor vehicle violations he may have been involved in while driving an Employer's vehicle during working hours, such School Bus Driver shall be reimbursed in full by the Employer for wages lost during said appearance. The Employer shall indemnify said School Bus Driver as required by law for lawful actions within the scope of his/her employment with the District.

C. Pay Dates

Regular paydays for employees covered by this Agreement shall be established in accordance with Board practice for all other bargaining units and shall be direct deposit.

**ARTICLE 8
ACCESS TO PREMISES**

Authorized agents of the Union shall have access to the Employer's premises during working hours, upon first reporting to the main office and obtaining permission, which permission shall not be unreasonably withheld or delayed, including but not limited to the right to inspect and check out buses in transit, investigate working conditions, *meet with newly employed Bus Drivers*, and inspect the Board's payroll records of the School Bus Drivers, for the purpose of determining whether or not the terms of this Agreement are being complied with.

The Board will make such records (and/or copy of) available for inspection within - fourteen days (14) days of the Union's request; and will provide a suitable bulletin board in a conspicuous place for posting of information of interest to the members of the Union.

Time Clock:

All drivers shall be required to punch in and out on a time dock provided by Board of Education and shall be paid accordingly. All drivers shall clock in no more than 15 minutes prior to their designated run

**ARTICLE 9
DUES CHECK-OFF**

The Employer agrees to deduct current regular periodic Union dues and initiation fees as certified by the Union from the pay of any School Bus Driver covered hereunder who has fully executed and furnished the Employer with an authorization form.

Any employee covered by this Agreement who declines to join the Union may elect to pay to the Union a representation fee in lieu of dues. The Employer upon receipt of the School Bus Driver's written authorization shall deduct the appropriate representation fee, as established by the Union, from the payroll of such covered employees and shall remit such fees to the Union.

The elective representation fee in lieu of dues payable by employees who are not members of the Union shall be in an amount equivalent to the Union's regular membership dues, initiation fees and assessments, less the cost of benefits available only to Union members, but in no event shall the representation fee exceed 85% of the Union's regular membership dues, fees and assessments. It is the responsibility of the Union to provide the rate of the representation fee in writing on or before June 15th of each year for the following school year or thirty (30) days before any increase in the fee.

The Employer agrees to forward to the Union at its Offices at 4345 Frankford Avenue, Philadelphia, PA 19124, the amount of Union dues and initiation fees and/or representation fees in lieu of dues deducted not later than the tenth (10th) day of the month succeeding the deduction.

A list of those from whom deductions were made and the amount of such deductions will be furnished to the Union at the same time. The monies so deducted become the property of the Union immediately and the Employer shall be deemed to hold such funds as trustees.

The Union agrees to indemnify and save the Employer harmless against any and all claims, demands, suits, or other forms of liability that may arise out of, or be in reason of, action taken or not taken by the Employer in compliance with provisions of this Article in reliance upon dues deducted authorization which has been furnished to it.

ARTICLE 10 JOB STEWARDS

One (1) Steward shall be permitted reasonable time to investigate, present, and process grievances on the Board's property without loss of time or pay during his/her regular working hours, so long as this duty does not interfere with regularly assigned duties.

Stewards shall be granted one (1) day per year with compensation to attend union sponsored education and training seminar.

ARTICLE 11 TEMPORARY LEAVES OF ABSENCE

SICK LEAVE

A. Employees shall accrue one (1) hour of paid time off for every thirty (30) hours worked up to a maximum of forty hours and can begin using the time after one hundred twenty (120) days of employment.

B. Employees may use their paid sick time for their own use, or to take care of a family member.

A family member is defined as:

1. A child, grandchild, sibling, spouse, domestic partner, or civil union partner, parent, or grandparent of an employee;

2. A spouse, domestic, partner, or civil union partner of a parent or grandparent of the employee;
3. A sibling of a spouse, domestic partner, or civil union partner of the employee; or
4. Any other individual related by blood to the employee or whose close association with the employee is the equivalent of a family relationship.

C. BEREAVEMENT LEAVE

1. Two (2) days shall be allowed with no loss of pay whenever employee is absent due to death of a member of his/her immediate family. Immediate family is defined to include spouse, child or parents, and one day for any other family member.

D. PERSONAL LEAVE

Effective 7/1/21 and each July 1st thereafter employees will earn one (1) personal day per every 650 hours worked the year before; up to a maximum of three (3) days per year. With the exception of one "emergency day" per year, employees will be required to abide by the vacation scheduling policy of the District in order to take a personal day. The sick leave call out procedure shall be used to take the emergency day in any year. Personal days shall not accumulate and any unused days will be forfeited at the end of each school year.

ARTICLE 12 SUMMER EMPLOYEES

All provisions of this collective bargaining agreement shall remain in full force and effect during summer work between June 30 and September 1 except for Article 13A, Article 13B, and Article 14C.

ARTICLE 13 LEAVE OF ABSENCE

The Board shall allow School Bus Drivers a Leave of Absence according to present Board policy for all its employees.

The Board shall follow all applicable provisions of the Family and Medical Leave Act and the New Jersey Family Leave Act. Leave shall be concurrent where applicable.

ARTICLE 14
INSURANCE BENEFITS

HEALTH BENEFITS

A. Medical benefits contained herein are based upon the State of New Jersey Health Plan mandates. Should a change take place in said mandates that would benefit Employees, this portion of the contract shall be revised in accordance with the new mandates. Premium sharing shall be determined by the Rules and Regulations of P.L. 2011 Chapter 78 so long as it remains applicable.

1. Subject to the employee premium sharing schedule detailed below, the employer shall provide the present or substantially similar plans for full-time employees for medical and prescription drug benefits and dental.
2. From time to time, the Board, in its discretion, may make available other medical and/or prescription drug benefit plans from which employees may select in lieu of existing plans with the understanding that such a selection includes acceptance of all terms and conditions of the optional medical and/or prescription drug benefit coverage.
3. The parties agree to establish a Section 125 (I.R.S. Code) plan for the purpose of permitting the payment of certain employee contributions in pre-tax dollars. Pre-tax payroll deductions shall be made equally over 24 pay periods of each calendar year in accordance with the Employer's customary payroll practices unless otherwise required by law.

B. PREMIUM CONTRIBUTION

1. The amount that all drivers will contribute toward their health insurance benefits will depend on the health plan that has been selected by each employee and the contribution requirements in place at that time. As of the date of this contract, there are two contribution scenarios.
2. The first scenario is for all employees who select one of the "New Jersey Direct" plans (NJ Direct10 and NJ Direct 15). The employee contribution under these plans is a percentage of the employee's total health and prescription cost, based upon the employee's annual salary and the employee's level of coverage. The percentages for each salary range and level of insurance coverage are according to the chart in Schedule C (equivalent to the percentages in P.L. 2011 C.78).
3. The contributions for drivers who enroll in the New Jersey Educators Health Plan

(NJEHP), including employees that start with the District after July 1, 2020, is calculated as a percentage of the employee's salary based upon the employee's annual salary and the employee's level of coverage from the "Membership Contribution Rates" chart in Schedule D.

4. Base salary shall be used to determine what an employee earns for the purposes of this provision and shall mean pensionable salary.

5. As used in this section, "cost of coverage" means the premium or periodic charges for health care, and prescription benefits, provided pursuant to N.J.S.A. 18A:18-2, or any other law, by the Board of Education. If the Employer is required by law to provide vision or other healthcare benefits not otherwise heretofore provided, the "cost of coverage" shall include the premium or periodic charges for those additional mandated benefits.

6. Employee contributions shall be made by way of withholding of the contribution from the employee's pay, salary, or other compensation. Withholdings shall be made by way of twenty (20) or twenty-four (24) equal payroll deductions in a calendar year for 10 and 12 month unit employees respectively., in accordance with the Employer's customary payroll practices unless otherwise required by law.

The amount payable by any employee under this Article shall not under any circumstance be less than 1.5 percent of base salary.

G. CO-PAYMENTS

Medical Plan co-payments are established pursuant to the State Health Benefit Plan.

H. PRESCRIPTIONS

The Board agrees to continue the present coverage under the New Jersey State Health Benefits Plan for employees and dependents for a prescription drug plan, subject to the employee premium payments set forth above.

The School Business Administrator will annually provide the Association with the current rates for all plans.

I. DEPENDENT COVERAGE

The Board shall make dependent coverage in the Board's Medical, Prescription Drug and Dental Plans available for an adult child until the child turns 26 years of age in accordance with Section 2714 of the federal Patient Protection and Affordable Care Act. Student status is not required. Coverage will terminate at the end of the calendar year in which the child turns 26 years of age, subject to the right to elect continued coverage until age 31, pursuant to P.L. 2005, Chapter 375, as set forth below.

Subject to the provisions and requirements of P.L. 2005, Chapter 375, employees who are enrolled through any Board Medical, Prescription Drug Plan or Dental Plan may elect to enroll their dependent in Dependent to age 31 coverage for an additional premium which shall be billed directly to the employee by the insurance carrier. These provisions shall be subject to any requirements mandated by federal law and conform to the Patient Protection and Affordable Care Act and regulations promulgated thereunder. Dependents that are permanently disabled will remain covered during the life of the employee.

"Civil union partners" and "domestic partners" under New Jersey law shall be considered as dependents eligible for insurance benefits.

J. MISCELLANEOUS

The Board will reimburse an employee on active pay status for his premium charges under Part B of the Federal Medicare Program covering the employee alone when the employee reaches age 65, but only for a maximum of a six (6) months period prior to retirement. The parties agree to reopen negotiations with respect to this provision if the laws governing Medicare should change during the term of this Agreement.

1. Effective July 1, 2011, the amount of contribution to be paid by an employee for medical and prescription drug benefits for the employee and any eligible dependent shall be either 1.5 per cent of the employee's base salary or according to the contribution schedule below, whichever contribution amount is greater.
2. Base salary shall be used to determine what an employee earns for the purposes of this provision and shall mean pensionable salary.
3. As used in this section, "cost of coverage" means the premium or periodic charges for health care, and prescription benefits, provided pursuant to N.J.S.A. 18A:18-2, or any other law, by the Board of Education. If the Employer is required by law to provide vision or other healthcare benefits not otherwise heretofore provided, the "cost of coverage" shall include the premium or periodic charges for those additional mandated benefits.
4. Employees employed on or after June 28, 2011, shall pay the full amount (100%) of the applicable contribution reflected in Subsections 2. through 5. above. "Healthcare plan" or "health benefits" mean the healthcare plans for medical, prescription drug benefits and dental. If the Employer is required by law to provide vision or other healthcare benefits not otherwise heretofore provided, the definition of "healthcare plan" or "health benefits" shall also include the additional mandated benefits.

Employee contributions shall be made by way of withholding of the contribution from the employee's pay, salary, or other compensation. Withholdings shall be made by way of twenty-four (24) equal payroll deductions in a calendar year, to the extent possible, in accordance with the Employer's customary payroll practices unless otherwise required by law.

The amount payable by any employee under this Article shall not under any circumstance be less than 1.5 per cent of base salary. An employee who pays the contribution required in Subsections 2. through 5. above shall not also be required to pay the contribution of 1.5 percent of base salary.

C. CO-PAYMENTS

Medical Plan co-payments are established pursuant to the State Health Benefit Plan.

D. PRESCRIPTIONS

The Board agrees to continue the present coverage under the New Jersey State Health Benefits Plan for employees and dependents for a prescription drug plan, subject to the employee premium payments set forth above.

The School Business Administrator will annually provide the Association with the current rates for all plans.

E. DEPENDENT COVERAGE

The Board shall make dependent coverage in the Board's Medical, Prescription Drug and Dental Plans available for an adult child until the child turns 26 years of age in accordance with Section 2714 of the federal Patient Protection and Affordable Care Act. Student status is not required. Coverage will terminate at the end of the calendar year in which the child turns 26 years of age, subject to the right to elect continued coverage until age 31, pursuant to P.L. 2005, Chapter 375, as set forth below.

Subject to the provisions and requirements of P.L. 2005, Chapter 375, employees who are enrolled through any Board Medical, Prescription Drug Plan or Dental Plan may elect to enroll their dependent in Dependent to age 31 coverage for an additional premium which shall be billed directly to the employee by the insurance carrier. These provisions shall be subject to any requirements mandated by federal law and conform to the Patient Protection and Affordable Care Act and regulations promulgated thereunder. Dependents that are permanently disabled will remain covered during the life of the employee.

"Civil union partners" and "domestic partners" under New Jersey law shall be considered as dependents eligible for insurance benefits.

F. OPT-OUT

1. Eligible employees covered by this agreement may choose, in writing, to participate in the "Optional Health Benefits Program." participation in this program is totally voluntary and is intended for those eligible employees who are covered by health insurance through another source.
2. If two employees are married or qualify as domestic partners/civil union partners and one of them receives health insurance coverage through the State Health Benefit Plan from Camden County or any other Employer Agency listed below, the other may not participate in the Opt-Out program:
 - Camden County Row Office
 - Camden County Mosquito Commission
 - Camden County Superintendent of Schools
 - Camden County Prosecutor's Office
 - Camden County Library System
 - Camden County Municipal Utilities Authority
 - Camden County Improvement Authority
 - Camden County Pollution Control Authority
 - Camden County Board of Elections
 - Camden County Superintendent of Elections
 - Camden County College
 - Camden County Board of Social Services
3. If two employees are married or qualify as domestic partners/civil union partners and both are enrolled in the State Health Benefits Plan with the other at another Board of Education or a Municipality, neither may participate in the Opt-Out Program.
4. If two employees are married or qualify as domestic partners/civil union partners, they may be covered individually as an employee or as a dependent under his or her spouse's/partner's plan, but not both. Dependent children must be covered under one plan only.
5. If an employee chooses to participate in this program and drops employee and/or dependent coverage, the employee shall receive a monetary incentive as outlined below. The Opt-Out monthly amounts are published at each annual Open Enrollment Period.

An employee shall receive an incentive which shall not exceed twenty-five (25%) percent of the amount saved by the Board of Education because of the Opt-Out or \$5,000 annually, whichever is less, in accordance with State law.

6. Eligible employees who opt to participate in this program must do so for a minimum of one (1) year at a time unless there is a change of life event. However, if an eligible employee chooses to participate and then the spouse's/partner's benefits are terminated (not voluntarily dropped), the employee and his/her dependents may enroll in any of the available plans upon proper verification of termination. Applications must be made within thirty (30) days after the loss of coverage. Eligible employees shall be permitted to opt out of either medical coverage or prescription coverage or both.
7. The incentive payments provided shall be paid according to State Guidelines. Payments will be made on December 15 and June 15.
8. The optional health benefits program shall be available to all new benefit-eligible employees on their benefit effective date.
9. The incentive shall begin to be paid to the eligible employee no later than one month after the effective date of the option.
10. In order to enroll in the Opt-Out Program, an employee must complete the enrollment form and provide proof of dependent status and current health insurance coverage within the appropriate timeframe.
11. Annual re-enrollment is required.
12. Employees on non-paid leaves do not receive Opt-Out payments.
13. Notwithstanding the above, employees who have a change in status (e.g. termination of employment, divorce (copy of decree required), legal separation (copy of decree required), death (copy of certificate required), group contract/policy terminated, military discharge (form DD214 required), which causes them to lose coverage elsewhere shall be entitled to re-enroll in the health plan during the plan year provided the employee gives the Board notice of the change in status within 60 days of the event causing the change. Otherwise, all elections for a cash option shall be in effect, for the entire twelve (12) month benefit period. The Board's obligation for the cash option shall be prorated for those employees subject to a change in status.
14. Return to the benefits plan for reasons other than change of status is subject to the terms of the carrier.

15. Notwithstanding the above, employees who have a change in status (e.g. termination of employment, divorce (copy of decree required), legal separation (copy of decree required), death (copy of certificate required), group contract/policy terminated, military discharge (form DD214 required), which causes them to lose coverage elsewhere shall be entitled to re-enroll in the health plan during the plan year provided the employee gives the Board notice of the change in status within 60 days of the event causing the change. Otherwise, all elections for a cash option shall be in effect, for the entire twelve (12) month benefit period. The Board's obligation for the cash option shall be prorated for those employees subject to a change in status.
16. Return to the benefits plan for reasons other than change of status is subject to the terms of the carrier.
17. Waivers shall be determined by the Rules and Regulations of P.L. 2011 Chapter 78 so long as the District remains in the SEHBP and the law remains applicable.

ARTICLE 15 SENIORITY

A. Seniority for School Bus Drivers

This Agreement shall be defined as the period of employment with the Board in the work covered by this Agreement.

- B. All new School Bus Drivers shall be hired in a ninety (90) calendar day probationary period and shall work under the provisions of this Agreement. However, during the probationary the driver may be terminated or disciplined for any reason, except in cases where the layoff, discharge, or discipline is based on discriminating against Union members. The Parties may extend the probationary period for up to an additional ninety (90) school days by mutual agreement.

After ninety (90) days probationary period, new School Bus Drivers shall be placed on either the full-time drivers or regular part-time drivers seniority list as applicable in accordance with their date of hire, which shall be construed as the first day of being placed on the payroll.

- C. Preference shall be given to School Bus Drivers more senior in service and in order of their seniority on their respective list to the work available. Such preference shall not be used to displace previously assigned drivers, except in cases of layoff as set forth in Section D.

- D. All lay-offs shall take effect by seniority, the least senior employee being the first to be laid-off on their respective list. To the extent that layoffs are necessitated by the elimination of runs or other assigned work, affected employees shall be permitted to bump a less-senior employee into a position for, which the senior employee is qualified; such bumping shall continue until all affected employees are properly reassigned and the least-senior employee(s) are laid off. It is understood that in such event senior full-time drivers may bump less senior part-time drivers.
- E. In the event of recall, the most senior employees will be recalled first. Those employees who were displaced to other jobs will return to their former jobs as they become available.
- F. Drivers laid off because of bus retirement will receive top priority consideration when regular drivers are not available.
- G. Drivers with five (5) or more years of service shall receive a \$250 stipend each June 15th of the contractual term provided they have worked a minimum of 2080 hours since July 1st of the fiscal/academic year.

Posting of Seniority Lists

Within ten (10) days after signing of this Agreement and at least quarterly thereafter, lists of full-time and part-time School Bus Drivers arranged in the order of their seniority shall be posted in a conspicuous place at their place of employment and a copy furnished to the Union. Claims for corrections to such seniority lists must be made to the Board and the Union within ten (10) days after posting, after such time the seniority lists will be regarded as being correct.

New Positions

New position shall be defined as bus runs or positions that are created by the administration. Vacancies shall be defined as bus runs or positions that become available because the incumbent employee resigns, retires, is transferred/promoted, or is terminated. Vacancies and new positions are not created by the extension of an existing bus run or package.

Vacancies and new positions shall be posted for five (5) days as they arise and will be filled by transfers from within the bargaining unit based upon seniority or the individual(s) who apply. Any vacancy created by transfer of a current employee to fill a posting shall be filled from the available pool of drivers at the Board's discretion.

ARTICLE 16 PENSION PLAN

Eligible School Bus Drivers shall be enrolled to participate in the State of New Jersey Public Employees' Retirement System. The State of New Jersey Public Employees' Retirement System Member Handbook can be found at <https://www.state.nj.us/treasury/pensions/>.

**ARTICLE 17
MANAGEMENT RIGHTS**

The Board retains to itself all rights, responsibilities and authority conferred by law and those commonly associated with its level of direction and control. Nothing in this Agreement, except as specified, referred to or identified, shall be interpreted to subordinate, waive, preclude or deny the Board the right to conduct the business of the school in accordance with current or past practices, policies or procedures nor to perform its responsibilities as custodians of the property of the school system nor to exercise its judgment and decision action to the extent that such actions are not in contravention of the law.

**ARTICLE 18
COMPENSATION**

HOURLY RATES

Effective July 1, 2021, and on the succeeding dates, the following hourly wages shall be paid:

\$22 per hour

CALL-IN PAY

Employees called into work will be paid a minimum of three (3) hours pay.

WAIT TIME

Employees performing driving assignments that require less than two (2) hours of waiting shall be paid at the New Jersey minimum wage during that period of time. For driving assignment waiting periods in excess of two (2) hours, where the driver is not otherwise assigned to perform other duties, the employee shall not be paid.

HOLIDAY WORK

Employees required to work on the following holidays shall be paid at time and a half.

Christmas Day
Thanksgiving Day
Memorial Day

New Year's Day
Easter Day
Labor Day

**ARTICLE 19
DURATION OF AGREEMENT**

This Agreement shall be effective September 1, 2021 and shall continue in effect until June 30, 2024, unless the Union and the Board mutually agree in writing to an extension of its duration.

CALL-IN PAY

Employees called into work will be paid a minimum of three (3) hours pay.

WAIT TIME

Employees performing driving assignments that require less than two (2) hours of waiting shall be paid at the New Jersey minimum wage during that period of time. For driving assignment waiting periods in excess of two (2) hours, where the driver is not otherwise assigned to perform other duties, the employee shall not be paid.

HOLIDAY WORK

Employees required to work on the following holidays shall be paid at time and a half.

Christmas Day
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Labor Day

**ARTICLE 19
DURATION OF AGREEMENT**

This Agreement shall be effective July 1, 2021 and shall continue in effect until June 30, 2024, unless the Union and the Board mutually agree in writing to an extension of its duration.

CAMDEN COUNTY VOCATIONAL
TECHNICAL SCHOOL DISTRICT
BOARD OF EDUCATION

TEAMSTERS LOCAL UNION NO. 929



Board President, William Mink
Dated 3-24-22



Dated 3.24.22



Board Secretary/Business Administrator
Scott Kipers
Dated 3-24-22



Dated 3-24-22

Dated _____

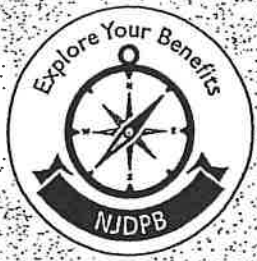
SCHEDULE C

State of New Jersey • Department of the Treasury

DIVISION OF PENSIONS & BENEFITS — HEALTH BENEFITS

P.O. Box 295, Trenton, NJ 08625-0295

HEALTH BENEFITS CONTRIBUTION — PERCENTAGE OF PREMIUM



Note: You must use the active or retired members rate charts to first determine the full cost premium for the plan and coverage level you select. Then, use this chart to determine the percentage of the full cost for which you will be responsible.*

Annual Retirement Allowance Range	Single	Member/Spouse/Partner or Parent/Child	Family
Less than \$20,000	4.5%		
Less than \$25,000		3.5%	3%
\$20,000 - \$24,999.99	5.5%		
\$25,000 - \$29,999.99	7.5%	4.5%	4%
\$30,000 - \$34,999.99	10%	6%	5%
\$35,000 - \$39,999.99	11%	7%	6%
\$40,000 - \$44,999.99	12%	8%	7%
\$45,000 - \$49,999.99	14%	10%	9%
\$50,000 - \$54,999.99	20%	15%	12%
\$55,000 - \$59,999.99	23%	17%	14%
\$60,000 - \$64,999.99	27%	21%	17%
\$65,000 - \$69,999.99	29%	23%	19%
\$70,000 - \$74,999.99	32%	26%	22%
\$75,000 - \$79,999.99	33%	27%	23%
\$80,000 - \$84,999.99		28%	24%
\$80,000 - \$94,999.99	34%		
\$85,000 - \$89,999.99			26%
\$85,000 - \$99,999.99		30%	
\$90,000 - \$94,999.99			28%
\$95,000 and over	35%		
\$95,000 - \$99,999.99			29%
\$100,000 and over		35%	
\$100,000 - \$109,999.99			32%
\$110,000 and over			35%

*Member contribution is a minimum of 1.5% of base salary towards Health Benefits.



NEW JERSEY EDUCATORS HEALTH PLAN
School Employees' Health Benefits Program (SEHBP)
Member Contribution Rates

ANNUAL SALARY	SINGLE		EMPLOYEE & SPOUSE/PARTNER		FAMILY		PARENT/CHILD	
	% pay contribution	\$ of pay employee contribution	% pay contribution	\$ of pay employee contribution	% pay contribution	\$ of pay employee contribution	% pay contribution	\$ of pay employee contribution
\$53,000	2.20%	\$1,166	3.90%	\$2,067	4.40%	\$2,332	2.80%	\$1,484
\$54,000	2.20%	\$1,188	3.90%	\$2,106	4.40%	\$2,376	2.80%	\$1,512
\$55,000	2.20%	\$1,210	3.90%	\$2,145	4.40%	\$2,420	2.80%	\$1,540
\$56,000	2.20%	\$1,210	3.90%	\$2,184	4.40%	\$2,464	2.80%	\$1,568
\$57,000	2.20%	\$1,254	3.90%	\$2,223	4.40%	\$2,508	2.80%	\$1,596
\$58,000	2.20%	\$1,276	3.90%	\$2,262	4.40%	\$2,552	2.80%	\$1,624
\$59,000	2.20%	\$1,298	3.90%	\$2,301	4.40%	\$2,596	2.80%	\$1,652
\$60,000	2.20%	\$1,320	3.90%	\$2,340	4.40%	\$2,640	2.80%	\$1,680
\$60,001	2.50%	\$1,500	4.40%	\$2,640	5.00%	\$3,000	3.00%	\$1,800
\$61,000	2.50%	\$1,525	4.40%	\$2,684	5.00%	\$3,050	3.00%	\$1,830
\$62,000	2.50%	\$1,550	4.40%	\$2,728	5.00%	\$3,100	3.00%	\$1,860
\$63,000	2.50%	\$1,575	4.40%	\$2,772	5.00%	\$3,150	3.00%	\$1,890
\$64,000	2.50%	\$1,600	4.40%	\$2,816	5.00%	\$3,200	3.00%	\$1,920
\$65,000	2.50%	\$1,625	4.40%	\$2,860	5.00%	\$3,250	3.00%	\$1,950
\$66,000	2.50%	\$1,650	4.40%	\$2,904	5.00%	\$3,300	3.00%	\$1,980
\$67,000	2.50%	\$1,675	4.40%	\$2,948	5.00%	\$3,350	3.00%	\$2,010
\$68,000	2.50%	\$1,700	4.40%	\$2,992	5.00%	\$3,400	3.00%	\$2,040
\$69,000	2.50%	\$1,725	4.40%	\$3,036	5.00%	\$3,450	3.00%	\$2,070
\$70,000	2.50%	\$1,750	4.40%	\$3,080	5.00%	\$3,500	3.00%	\$2,100
\$70,001	2.80%	\$1,960	5.00%	\$3,500	5.50%	\$3,850	3.30%	\$2,310
\$71,000	2.80%	\$1,988	5.00%	\$3,550	5.50%	\$3,905	3.30%	\$2,343
\$72,000	2.80%	\$2,016	5.00%	\$3,600	5.50%	\$3,960	3.30%	\$2,376
\$73,000	2.80%	\$2,044	5.00%	\$3,650	5.50%	\$4,015	3.30%	\$2,409
\$74,000	2.80%	\$2,072	5.00%	\$3,700	5.50%	\$4,070	3.30%	\$2,442
\$75,000	2.80%	\$2,100	5.00%	\$3,750	5.50%	\$4,125	3.30%	\$2,475
\$76,000	2.80%	\$2,128	5.00%	\$3,800	5.50%	\$4,180	3.30%	\$2,508
\$77,000	2.80%	\$2,156	5.00%	\$3,850	5.50%	\$4,235	3.30%	\$2,541
\$78,000	2.80%	\$2,184	5.00%	\$3,900	5.50%	\$4,290	3.30%	\$2,574
\$79,000	2.80%	\$2,212	5.00%	\$3,950	5.50%	\$4,345	3.30%	\$2,607
\$80,000	2.80%	\$2,240	5.00%	\$4,000	5.50%	\$4,400	3.30%	\$2,640
\$80,001	3.00%	\$2,400	5.50%	\$4,400	6.00%	\$4,800	3.60%	\$2,880
\$81,000	3.00%	\$2,430	5.50%	\$4,455	6.00%	\$4,860	3.60%	\$2,916
\$82,000	3.00%	\$2,460	5.50%	\$4,510	6.00%	\$4,920	3.60%	\$2,952
\$83,000	3.00%	\$2,490	5.50%	\$4,565	6.00%	\$4,980	3.60%	\$2,988
\$84,000	3.00%	\$2,520	5.50%	\$4,620	6.00%	\$5,040	3.60%	\$3,024
\$85,000	3.00%	\$2,550	5.50%	\$4,675	6.00%	\$5,100	3.60%	\$3,060
\$86,000	3.00%	\$2,580	5.50%	\$4,730	6.00%	\$5,160	3.60%	\$3,096
\$87,000	3.00%	\$2,610	5.50%	\$4,785	6.00%	\$5,220	3.60%	\$3,132
\$88,000	3.00%	\$2,640	5.50%	\$4,840	6.00%	\$5,280	3.60%	\$3,168
\$89,000	3.00%	\$2,670	5.50%	\$4,895	6.00%	\$5,340	3.60%	\$3,204
\$90,000	3.00%	\$2,700	5.50%	\$4,950	6.00%	\$5,400	3.60%	\$3,240
\$90,001	3.30%	\$2,970	6.00%	\$5,400	6.60%	\$5,940	3.90%	\$3,510
\$91,000	3.30%	\$3,003	6.00%	\$5,460	6.60%	\$6,006	3.90%	\$3,549
\$92,000	3.30%	\$3,036	6.00%	\$5,520	6.60%	\$6,072	3.90%	\$3,588



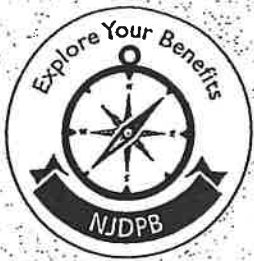
SCHEDULE D
NEW JERSEY EDUCATORS HEALTH PLAN
School Employees' Health Benefits Program (SEHBP)
Member Contribution Rates

ANNUAL SALARY	SINGLE		EMPLOYEE & SPOUSE/PARTNER		FAMILY		PARENT/CHILD	
	% pay contribution	\$ of pay employee contribution	% pay contribution	\$ of pay employee contribution	% pay contribution	\$ of pay employee contribution	% pay contribution	\$ of pay employee contribution
\$93,000	3.30%	\$3,069	6.00%	\$5,580	6.60%	\$6,138	3.90%	\$3,627
\$94,000	3.30%	\$3,102	6.00%	\$5,640	6.60%	\$6,204	3.90%	\$3,666
\$95,000	3.30%	\$3,135	6.00%	\$5,700	6.60%	\$6,270	3.90%	\$3,705
\$96,000	3.30%	\$3,168	6.00%	\$5,760	6.60%	\$6,336	3.90%	\$3,744
\$97,000	3.30%	\$3,201	6.00%	\$5,820	6.60%	\$6,402	3.90%	\$3,783
\$98,000	3.30%	\$3,234	6.00%	\$5,880	6.60%	\$6,468	3.90%	\$3,822
\$99,000	3.30%	\$3,267	6.00%	\$5,940	6.60%	\$6,534	3.90%	\$3,861
\$100,000	3.30%	\$3,300	6.00%	\$6,000	6.60%	\$6,600	3.90%	\$3,900
\$100,001	3.60%	\$3,600	6.60%	\$6,600	6.60%	\$7,200	4.40%	\$4,400
\$101,000	3.60%	\$3,636	6.60%	\$6,666	7.20%	\$7,272	4.40%	\$4,444
\$102,000	3.60%	\$3,672	6.60%	\$6,732	7.20%	\$7,344	4.40%	\$4,488
\$103,000	3.60%	\$3,708	6.60%	\$6,798	7.20%	\$7,416	4.40%	\$4,532
\$104,000	3.60%	\$3,744	6.60%	\$6,864	7.20%	\$7,488	4.40%	\$4,576
\$105,000	3.60%	\$3,780	6.60%	\$6,930	7.20%	\$7,560	4.40%	\$4,620
\$106,000	3.60%	\$3,816	6.60%	\$6,996	7.20%	\$7,632	4.40%	\$4,664
\$107,000	3.60%	\$3,852	6.60%	\$7,062	7.20%	\$7,704	4.40%	\$4,708
\$108,000	3.60%	\$3,888	6.60%	\$7,128	7.20%	\$7,776	4.40%	\$4,752
\$109,000	3.60%	\$3,924	6.60%	\$7,194	7.20%	\$7,848	4.40%	\$4,796
\$110,000	3.60%	\$3,960	6.60%	\$7,260	7.20%	\$7,920	4.40%	\$4,840
\$111,000	3.60%	\$3,996	6.60%	\$7,326	7.20%	\$7,992	4.40%	\$4,884
\$112,000	3.60%	\$4,032	6.60%	\$7,392	7.20%	\$8,064	4.40%	\$4,928
\$113,000	3.60%	\$4,068	6.60%	\$7,458	7.20%	\$8,136	4.40%	\$4,972
\$114,000	3.60%	\$4,104	6.60%	\$7,524	7.20%	\$8,208	4.40%	\$5,016
\$115,000	3.60%	\$4,140	6.60%	\$7,590	7.20%	\$8,280	4.40%	\$5,060
\$116,000	3.60%	\$4,176	6.60%	\$7,656	7.20%	\$8,352	4.40%	\$5,104
\$117,000	3.60%	\$4,212	6.60%	\$7,722	7.20%	\$8,424	4.40%	\$5,148
\$118,000	3.60%	\$4,248	6.60%	\$7,788	7.20%	\$8,496	4.40%	\$5,192
\$119,000	3.60%	\$4,284	6.60%	\$7,854	7.20%	\$8,568	4.40%	\$5,236
\$120,000	3.60%	\$4,320	6.60%	\$7,920	7.20%	\$8,640	4.40%	\$5,280
\$121,000	3.60%	\$4,356	6.60%	\$7,986	7.20%	\$8,712	4.40%	\$5,324
\$122,000	3.60%	\$4,392	6.60%	\$8,052	7.20%	\$8,784	4.40%	\$5,368
\$123,000	3.60%	\$4,428	6.60%	\$8,118	7.20%	\$8,856	4.40%	\$5,412
\$124,000	3.60%	\$4,464	6.60%	\$8,184	7.20%	\$8,928	4.40%	\$5,456
\$125,000	3.60%	\$4,500	6.60%	\$8,250	7.20%	\$9,000	4.40%	\$5,500
More than \$125,000		\$4,500		\$8,250		\$9,000		\$5,500



**SCHEDULE D
NEW JERSEY EDUCATORS HEALTH PLAN
School Employees' Health Benefits Program (SEHBP)
Member Contribution Rates**

ANNUAL SALARY	SINGLE		EMPLOYEE & SPOUSE/PARTNER		FAMILY		PARENT/CHILD	
	% pay contribution	\$ of pay employee contribution	% pay contribution	\$ of pay employee contribution	% pay contribution	\$ of pay employee contribution	% pay contribution	\$ of pay employee contribution
\$10,000	1.70%	\$170	2.80%	\$280	3.30%	\$330	2.20%	\$220
\$10,000	1.70%	\$187	2.80%	\$308	3.30%	\$363	2.20%	\$242
\$12,000	1.70%	\$204	2.80%	\$336	3.30%	\$396	2.20%	\$264
\$13,000	1.70%	\$221	2.80%	\$364	3.30%	\$429	2.20%	\$286
\$14,000	1.70%	\$238	2.80%	\$392	3.30%	\$462	2.20%	\$308
\$15,000	1.70%	\$255	2.80%	\$420	3.30%	\$495	2.20%	\$330
\$16,000	1.70%	\$272	2.80%	\$448	3.30%	\$528	2.20%	\$352
\$17,000	1.70%	\$289	2.80%	\$476	3.30%	\$561	2.20%	\$374
\$18,000	1.70%	\$306	2.80%	\$504	3.30%	\$594	2.20%	\$396
\$19,000	1.70%	\$323	2.80%	\$532	3.30%	\$627	2.20%	\$418
\$20,000	1.70%	\$340	2.80%	\$560	3.30%	\$660	2.20%	\$440
\$21,000	1.70%	\$357	2.80%	\$588	3.30%	\$693	2.20%	\$462
\$22,000	1.70%	\$374	2.80%	\$616	3.30%	\$726	2.20%	\$484
\$23,000	1.70%	\$391	2.80%	\$644	3.30%	\$759	2.20%	\$506
\$24,000	1.70%	\$408	2.80%	\$672	3.30%	\$792	2.20%	\$528
\$25,000	1.70%	\$425	2.80%	\$700	3.30%	\$825	2.20%	\$550
\$26,000	1.70%	\$442	2.80%	\$728	3.30%	\$858	2.20%	\$572
\$27,000	1.70%	\$459	2.80%	\$756	3.30%	\$891	2.20%	\$594
\$28,000	1.70%	\$476	2.80%	\$784	3.30%	\$924	2.20%	\$616
\$29,000	1.70%	\$493	2.80%	\$812	3.30%	\$957	2.20%	\$638
\$30,000	1.70%	\$510	2.80%	\$840	3.30%	\$990	2.20%	\$660
\$31,000	1.70%	\$527	2.80%	\$868	3.30%	\$1,023	2.20%	\$682
\$32,000	1.70%	\$544	2.80%	\$896	3.30%	\$1,056	2.20%	\$704
\$33,000	1.70%	\$561	2.80%	\$924	3.30%	\$1,089	2.20%	\$726
\$34,000	1.70%	\$578	2.80%	\$952	3.30%	\$1,122	2.20%	\$748
\$35,000	1.70%	\$595	2.80%	\$980	3.30%	\$1,155	2.20%	\$770
\$36,000	1.70%	\$612	2.80%	\$1,008	3.30%	\$1,188	2.20%	\$792
\$37,000	1.70%	\$629	2.80%	\$1,036	3.30%	\$1,221	2.20%	\$814
\$38,000	1.70%	\$646	2.80%	\$1,064	3.30%	\$1,254	2.20%	\$836
\$39,000	1.70%	\$663	2.80%	\$1,092	3.30%	\$1,287	2.20%	\$858
\$40,001	1.90%	\$760	3.30%	\$1,320	3.90%	\$1,560	2.50%	\$1,000
\$41,000	1.90%	\$779	3.30%	\$1,353	3.90%	\$1,599	2.50%	\$1,025
\$42,000	1.90%	\$798	3.30%	\$1,386	3.90%	\$1,638	2.50%	\$1,050
\$43,000	1.90%	\$817	3.30%	\$1,419	3.90%	\$1,677	2.50%	\$1,075
\$44,000	1.90%	\$836	3.30%	\$1,452	3.90%	\$1,716	2.50%	\$1,100
\$45,000	1.90%	\$855	3.30%	\$1,485	3.90%	\$1,755	2.50%	\$1,125
\$46,000	1.90%	\$874	3.30%	\$1,518	3.90%	\$1,794	2.50%	\$1,150
\$47,000	1.90%	\$893	3.30%	\$1,551	3.90%	\$1,833	2.50%	\$1,175
\$48,000	1.90%	\$912	3.30%	\$1,584	3.90%	\$1,872	2.50%	\$1,200
\$49,000	1.90%	\$931	3.30%	\$1,617	3.90%	\$1,911	2.50%	\$1,225
\$50,000	1.90%	\$950	3.30%	\$1,650	3.90%	\$1,950	2.50%	\$1,250
\$50,001	1.90%	\$1,100	3.90%	\$1,950	4.40%	\$2,200	2.80%	\$1,400
\$51,000	1.90%	\$1,122	3.90%	\$1,989	4.40%	\$2,244	2.80%	\$1,428
\$52,000	2.20%	\$1,144	3.90%	\$2,028	4.40%	\$2,288	2.80%	\$1,456



SCHEDULE C
School Employees' Health Benefits Program
PERCENTAGE OF PREMIUM CALCULATION CHARTS
For Health Benefit Contributions under P.L. 2011, c. 78
Local Education Employees

Use this worksheet and the attached charts to calculate the percentage of the full cost premium for which you will be responsible.

Calculate Premium Percentages		Current Year Phase-In Amount	Next Year Phase-In Amount
1.	Use the SEHBP Premium Rate Chart and enter the premium amount for your SHBP Medical Plan at your selected Level of Coverage.	\$	\$
2.	Use the Percentage of Premium Chart for your Level of Coverage to find your Salary Range and Percentage of Premium amount.	%	%
3.	Calculate your Medical Plan Contribution: Multiply the Medical Plan Premium by the Premium Percentage, (for example: If NJ DIRECT15, Family coverage is \$2,994.25 per month, and your premium percentage is 10.0%; the calculation is \$2,994.25 x 0.10 = \$299.42 per month).	\$	\$
4.	Use the SEHBP Premium Rate Chart and enter the premium amount for the SHBP Prescription Drug Plan associated with your Medical Plan at your selected Level of Coverage.	\$	\$
5.	Use the Percentage of Premium Chart for your Level of Coverage to find your Salary Range and Percentage of Premium amount.	%	%
6.	Calculate any Prescription Drug Plan Contribution: Multiply the Prescription Drug Plan Premium by the Premium Percentage.	\$	\$
7.	Add line #3 and Line #6. (Medical Plan Contribution + Prescription Drug Plan Contribution)	\$	\$
Calculate Minimum Required Contribution <i>Employees must pay a minimum of 1.5% of Annual Salary</i>			
8.	Enter your total Annual Salary.	\$	\$
9.	Multiply your Annual Salary by 1.5% (Salary x 0.015).	x 0.015	x 0.015
10.	This is your 1.5 minimum <i>annual</i> percentage of salary.	\$	\$
11.	Divide the annual amount on line #10 by 12 months.	÷ 12	÷ 12
12.	This is the minimum monthly amount you are required to contribute.	\$	\$
Your Health Contribution			
13.	If the amount on Line #7 is larger than the amount on Line #12, enter it here. Otherwise, enter the amount on Line #12.	\$	\$
This is your monthly required contribution			

The calculations from this worksheet are approximations