

Sutter Walk-In Care APC Bargaining
Tentative Agreement Subject to Overall Agreement
June 30, 2023

SECTION ##. RETIREMENT

A. Retirement Plan

All employees are eligible, including short-hour and per diem statuses, to participate in the Sutter Health Retirement Income Plan (SHRIP). Employees will be given materials relating to the plan, including a summary plan description. Annual employer contributions are made to employee accounts based on Years of Service from 5% to 8% of eligible compensation. Employees must complete a Year of Service each calendar year to be eligible for a contribution. A year of service is a calendar year with at least 1,000 hours worked in the Sutter Health system.

1. Dispute Resolution

Except as provided herein, the SHRIP Plan Document provides a detailed description of the SHRIP provisions and is the governing document when interpreting plan provisions. Any disputes or claims for benefits will be handled in accordance with the steps outlined in the SHRIP Plan Document

B. 403(b) Retirement Plan

Employees are eligible to participate in the 403(b) Retirement Plan under the terms set forth in the plan document. The Foundation will match fifty percent (50%) of the employees' contributions, up to three (3%) of eligible compensation. The Foundation shall have the right unilaterally to modify this plan, but any such modification shall not affect the employer match or the vested benefits, if any, of any employee.

Upon either parties' request, the Union and the Foundation shall agree to meet and confer regarding the effects of changes to the 403(b) Retirement Plan prior to implementation of the changes.

C. Retiree Medical Programs

1. Early Retiree Medical Access (ERMA)

The Foundation shall offer the Early Retiree Medical Access (ERMA) program. Full-time, part-time, and limited term employees shall be eligible for the ERMA program. The specifics of the program shall be available to employees and can be obtained, during normal business hours by calling the Sutter Health Employee Line. The cost of the program shall be borne exclusively by the member and rates may be adjusted periodically by the carrier. Affiliate retains the right to

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terminate, amend, or modify this program.

2. Retiree Health Care Account (RHCA)

The Foundation shall provide a post-retirement health care arrangement for eligible employees as follows: The Retiree Health Care Account Plan ("RCHA Plan") shall be available to all full-time and part-time employees who, at the time of retirement, are at least sixty (60) years of age and have both at least ten (10) years of service (1,000 or more hours of service in each calendar year) and at least five (5) years of continuous service (at least 1,000 hours of service in each calendar year) in a benefited employment status upon meeting the RHCA Plan's eligibility requirements. Eligible employees will receive one thousand dollars (\$1,000) credit for each year of eligible service up to a career maximum of ten thousand dollars (\$10,000). These funds may be used to pay for health insurance premiums prior to age sixty-five (65) or for Medicare Part B and Part D premiums, or Medicare Supplemental plans, after age sixty-five (65), as provided for by the terms of the RHCA Plan. Participation in the RHCA Plan shall be governed by the terms of the plan document. See Summary Plan Description for detailed provisions.

PAMF

ESC

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Date: _____

Date: July 13, 2023 _____

This tentative agreement is effective upon ratification by the ESC members employed at Sutter PAMF Walk-In Care and approval by the ESC Executive Board.