

AMENDED TENTATIVE AGREEMENT

Part of Full Tentative Agreement
Replaces Tentative Agreement Dated January 23, 2026

ARTICLE 15 – BENEFITS

[Provided the parties reach a fully ratified agreement by May 27, 2026, the Employer will offer a special open enrollment period during which all Registered Nurses will select to maintain or modify their medical plan selection for the remainder of benefit year 2026, including a no-premium EPO Select Option, to be effective beginning July 1, 2026.]

A. HEALTH, DENTAL, VISION, AND GROUP LIFE INSURANCE

The parties have agreed to the following framework with the intent of maintaining or improving health insurance coverage at a lower cost to both Registered Nurses and the Employer by taking advantage of the benefits inherent in including Registered Nurses in the University of Southern California's health benefit plans.

1. ~~Plan Year 2021~~

~~For Plan year 2021 the Employer will maintain existing benefit plans, including but not limited to the following:~~

- ~~• Anthem Blue Cross MyChoice HMO Plan~~
- ~~• Anthem HMO Plan~~
- ~~• USC Network Medical Plan (PPO)~~
- ~~• USC Trojan Care (EPO)~~
- ~~• Delta Dental PPO~~
- ~~• United Concordia Dental HMO Plan~~
- ~~• Vision Services Plan~~

2. ~~Plan Years 2022, 2023, 2024 and 2025~~

~~The Registered Nurses will continue to be eligible to participate in designated USC healthcare plans on the same terms and conditions as offered to its unrepresented staff employees except as provided herein. Eligibility to participate in the plan(s) and the specific benefits available under the plan(s) shall be determined by the terms of the plan documents to enroll in the (i.) Anthem Blue Cross MyChoice HMO Plan under its current plan or substantially equivalent design and subject to the continued offering by the carrier and (ii.) all USC self-funded employee health benefit plans including, but not limited to, the USC Network Medical Plan (PPO) and USC Trojan Care Plan (EPO) under the same design; premiums and co-payments provided to University of Southern California non-bargaining unit employees.~~

1. No-Premium Healthcare Option

Notwithstanding the above, or whether or any such plan is offered to the Employer's non-bargaining unit employees, the Employer shall offer and Registered Nurses will be eligible to enroll in at least one healthcare plan, as it may be modified from time to time, for which Registered Nurses will continue to pay no premium contributions in 2026, 2027, 2028 and 2029 at all levels of coverage (Employee, Employee/Adult, Employee/Child(ren), Employee/Family).



Employer

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3.2. Other Options (i.e., USC Trojan Care EPO or USC PPO) Employee Contributions for Health Insurance

~~Registered Nurses enrolled in the MyChoice HMO Plan or its substantial equivalent, subject to the continued offering by the carrier, will continue to pay no premium contribution in 2021, 2022, 2023, 2024 and 2025 at all levels of coverage (Employee, Employee/Adult, Employee/Child(ren), Employee/Family).~~

All USC self-funded employee health benefit plans including, but not limited to, the USC Network Medical Plan PPO and the USC Trojan Care EPO design, premiums and co-payments will be the same for Registered Nurses as those for ~~University of Southern California~~ the Employer's non-bargaining unit employees.

4.3. Dental Plans

Registered Nurses are eligible to enroll in the ~~University~~ Employer's dental plans, including: (i) Delta Dental PPO Plan and United Concordia Dental HMO, subject to continued offering by the carrier; and (ii) any other plan available to non-bargaining unit employees under the same design, premiums and co-payments provided to ~~University of Southern California~~ the Employer's non-bargaining unit employees in plan year ~~2021, 2022, 2023, 2024, and 2025~~.

5.4. Vision Plan

Registered Nurses are eligible to enroll in the ~~University's~~ Employer's vision plan and any other vision plan available to non-bargaining unit employees under the same design, premiums and co-payments provided to ~~University of Southern California~~ the Employer's non-bargaining unit employees.

In the event healthcare plans are revised during the term of the , the employer will notify the Union of any plan changes and will meet and confer, upon request, no later than thirty (30) days before the commencement of open enrollment of each year.

Health Benefits Opt Out

The Hospital will offer eligible healthcare benefited employees a voluntary "opt out" of health insurance benefits. **Registered Nurses who opt out of USC medical coverage** are eligible for certain benefits:

Option 1 – opt out of all USC benefits


Employee will be reimbursed a flat rate of \$2 per budgeted hour per pay period.

Example: 80 hours x \$2 = \$160 per pay period

Option 2 – opt out of all USC benefits and PTO

Reimbursement at a rate of \$6.13 per hour

Example: 80 hours x \$6.13 = \$490.40 per pay period



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B. RETIREMENT PLAN
[Current Language]

C. OTHER BENEFITS

Registered Nurses are eligible for the [WorkWell](#) Center ~~for Work and Family Life~~, Child Care Programs, Flexible Spending, Disability, Long-term care insurance, Comprehensive Group Life and AD&D Insurance and Legal Services, under the same terms and conditions as provided to other employees, as such plans may be amended from time to time.

D. YEARS OF BENEFITED SERVICE
[Current Language]



For The Employer

Patrick ZVERA

By

5/13/26

Date

For California Nurses Association

By

Date