

QUESTIONS AND ANSWERS

1. Please share any current challenges you would like to resolve.
At the moment there are no challenges to report as most have been resolved with the provider's new system. Prior to the new system employees complained about not being able to submit claims on-line, being able to check the status of their claim as well as employees and ourselves had great difficulty contacting anyone to assist with questions or problems.
2. Please confirm the City, State, and Zip Code for Mary Nuss.
Lake Havasu City, Az 86403
3. Please confirm the rate guarantee to quote: 1 year, 2 year etc.
Per the RFP - proposers are requested to submit rate guarantee(s) for five (5) years, one for the initial term, one for an option to renew in the second through fifth years. The option to extend the contract in year 2, 3, 4 and/or 5 is exercisable at the sole discretion of the Court.
4. Does this organization participate in PERS?
No
5. If the group is looking for the bidder to administer any company sponsored or union specific leaves, please provide the following:
 - A listing of each company sponsored or union-specific leave to be considered, and which will remain in-house.
Leaves to be considered: FMLA, CFRA, & PDL
 - Documentation that outlines each company and/or union leave plan. This can include employee handbooks, benefit guides, internal company and/or union leave policy documents, CBAs or other documentation that outlines the rules and provisions of each leave.
Leaves that would be managed would be under the rules/guidelines of FMLA, CFRA and/or PDL. Language from MOUS is attached (Leaves Management)
6. Will you accept an electronic signature from the appropriate executive at our company in lieu of a manual signature?
Original "wet" or digital signature of person duly authorized to legally bind the bidder. Digital signatures must be verifiable and legal sufficient (e.g. DocuSign, Adobe Sign, etc.)
7. Per the RFP instructions, you have requested two binders in Section 7.2 of the RFP. Please confirm if you will accept an electronic proposal response via email in place of the requested hard copies.
A hard copy of the proposal is required to be submitted by August 7, 2023 at 1:15pm Pacific Time.

not exceeding one (1) year. The employee remains in same position.

(2) Family leave.

Leaves of absence will be granted in accordance with the federal Family Medical Leave Act (FMLA), the California Family Rights Act (CFRA) and/or Pregnancy Disability Leave (PDL) provision under the Fair Employment and Housing Act (FEHA). This leave can be concurrent with use of paid leave or leave of absence without pay with right to return.

An employee on an approved leave of absence without pay under this provision will continue to receive the benefits outlined in the Benefit Plan Article of this agreement for a period of six (6) pay periods. Certification from a health care provider is required for all instances of medical leave under this provision. Employees are required to inform supervisors of the need for leave at least thirty (30) days before commencement where possible.

In instances where the leave is for the birth or placement of a child and both spouses are Court employees, both employees are limited to a total of twelve (12) weeks between them.