

STATEWIDE HEALTH INSURANCE NEGOTIATIONS

Status Quo vs Fact Finding Report vs LBOs

ISSUE	STATUS QUO	Fact Finding Report	Employee LBO	Employer LBO
PREMIUM	Licensed: 20%; 20%	Licensed: 20%; 20%, 20%		
	Non-licensed: Y1: status quo but not more than 20% Y2: +2% not to exceed 20%	Non-licensed: Y1: +1% (max 20%) Y2: +1% (max 20%) Y3: +1% (max 20%)	Agreement with the Fact Finding Report by both sides. Not an issue at arbitration.	Agreement with the Fact Finding Report by both sides. Not an issue at arbitration.
OUT OF POCKET	Employer 1st \$ Licensed (EE): \$400/\$800 Licensed (ER): \$2100/\$4200 Non-licensed (EE): \$300/\$600 Non-licensed (ER): \$2200/\$4400 HSA: Employer Contributions Licensed - ER contribution: \$2100 / \$4200 Non-licensed - ER contribution: \$2200 / \$4400 HSA applies only to Silver CDHP	Employer 1st \$ Licensed (EE): \$600/\$1000 Licensed (ER): \$1900/\$4000 Non-licensed (EE): \$300/\$600 Non-licensed (ER): \$2200/\$4400 HSA: FF Report was silent but the parties agree the FF Report implied no changes to the structure and implementation of HSAs; only changes to contribution amounts HSA applies only to Silver CDHP	Agreement with the Fact Finding Report (See Fact Finding Report column)	Employer 1st \$ Licensed (EE): Y1:\$600/\$1200 Y2:\$700/\$1400 Y3:\$800/\$1600 Licensed (ER): Y1:\$1900/\$3800 Y2:\$1800/\$3600 Y3:\$1700/\$3400 Non-licensed (EE): Y1:\$300/\$600 Y2:\$300/\$600 Y3:\$400/\$800 Non-licensed (ER): Y1:\$2200/\$4400 Y2:\$2200/\$4400 Y3:\$2100/\$4200 HSA: Employer: \$1300/\$2600 (for all employees selecting an HSA) HSA applies to both Gold CDHP and Silver CDHP
ELIGIBILITY	minimum: 17.5 hours Full-time definition: locally controlled	Status Quo - rejected ER Commissioners' proposal	Agreement with the Fact Finding Report by both sides. Not an issue at arbitration.	Agreement with the Fact Finding Report by both sides. Not an issue at arbitration.
GRIEVANCE	Processed through local grievance process	- Filed by district or union to the Commission; - Commission hears it, if no majority then referred to arbitration	Accept the Fact Finder's recommendation and his exact recommended language	Accept the Fact Finder's recommendation to add a grievance procedure but language different. Step 1: Co-Chairs hear it - if agree, their decision is binding Step 2: Full commission hear it - if majority of each side of commission agree, the decision is binding Step 3: Arbitration
CASH IN LIEU	Bargained locally; Statute doesn't permit CIL with both spouses being VT public school employees	Status Quo - rejected ER Commissioners' proposal	Agreement with the Fact Finding Report by both sides. Not an issue at arbitration.	No school district employee could receive more than \$2000. Those currently receiving less than \$2000 could not bargain an increase.