

Summary of the Main Bargaining Issues

VSBA Proposals	Union Proposals
2-year contract (2021-2023)	4-year contract (2021-2025)
20 percent premium contribution – for teachers and administrators in year 1; 22% in year 2. Current premium splits for all other employees for the first year. Increase by 2% in year 2 and on the last day of a two-year contract all non-licensed employees move to 20%. Price pegged to the Gold CDHP premiums.	Teachers and administrators 20%. All other employees 10%. Pegged to Gold CDHP.
Eliminate HRAs and medical FSAs.	Preserve HRAs and FSAs and eliminate HSAs.
Employer contributions to out-of-pocket costs through an HSA only for Gold CDHP and Silver CDHP plans unless the employee is Medicare enrolled, Tricare covered, or VA covered. HRA for Platinum and Gold plans at a lesser amount.	Employer contributions to out-of-pocket costs through a combination of funded and notional <u>HRA</u> .
Year 1: <u>Gold CDHP: \$2500</u> employer contribution to an HSA for two-person, parent/child[ren] and family coverage and <u>\$1,200</u> for single coverage. <u>Silver CDHP: \$5500</u> for two-person, parent/child[ren] and family coverage and <u>\$2750</u> for single coverage. <u>Gold: HRA \$2000</u> two-person, parent/child[ren] and family coverage and <u>\$1000</u> for single coverage. <u>Platinum: \$1400</u> two-person, parent/child[ren] and family coverage and <u>\$700</u> single coverage.	Full funding of all OOP cost through a combination of funded and notional HRA based upon the Gold CDHP out-of-pocket costs.
Access to tiers of coverage (single, two-person, parent/child[ren] and family) be kept at status quo. Employees eligible for single coverage only would not be eligible for employer subsidized coverage for the life of the agreement. School year employees must work 30 hours per week to be eligible for coverage. Pro-rated premiums based on a full-time status of 37.5 hours. Full year employees must work 20 hours per week with full time considered 37.5 hours. Many school year paras would lose full-time status for health care benefits and pay up to an additional 20% of premium.	Access to all four tiers of coverage <u>expanded</u> to employees who do not currently have access beginning on the first day of the new agreement. All employees maintain current eligibility of 17.5 hours for coverage and full time standard to be bargained locally.

Payment of Cash-in-Lieu Benefits for employees not eligible for health insurance is “expressly prohibited.”

Cash-in-Lieu Benefits: Status Quo.