

2019 Statewide Insurance Bargaining Proposals for Last Best Offer

November 18, 2019

DURATION OF STATEWIDE AGREEMENT

Two and one-half years commencing July 1, 2020 (per statute) with the stipulation that the status quo prevailing in the various districts with respect to health care will remain in effect between July 1, 2020 and December 31, 2020 and to then implement the new state-wide changes on January 1, 2021 in order to correspond to the Plan's calendar year status and IRS regulations regarding HRA/H.S.A. funding.

ELIGIBILITY FOR HEALTH BENEFIT COVERAGE

1. Beginning on the effective date of this agreement, all public-school employees who work on average a minimum of 17.5 hours per week during the school year or calendar year shall have the right to enroll in a health benefit plan with an employer subsidy to pay for premium and out-of-pocket (OOP) costs. Employees may elect coverage for themselves, their spouses and other qualified dependents from any of the four (4) tiers (e.g., single, two-person, parent/child[ren] and family) in any of the four (4) plans (e.g., Platinum, Gold, Gold CDHP or Silver CDHP) offered by the Vermont Education Health Initiative (VEHI). Spouses of employees shall include those by marriage, domestic partnerships, or civil unions.
2. Full-time status for determining the amount of employer-subsidized coverage for premium costs will be based on current FTE or hourly requirements for benefit eligibility per work classifications as stipulated for recognized bargaining units covered by existing collective bargaining agreements or as codified in individual contracts and school policies for school personnel not in recognized bargaining units.
3. Employees who work less than full time but a minimum of 17.5 hours per week during the school year or calendar year shall be entitled to pro-rata health benefit contributions toward premiums. Employer contributions to a Health Reimbursement Arrangement or Health Savings Account will be made in full and not pro-rated.
4. Employees will not be subject to a probationary period before being permitted access to health insurance coverage for which they are eligible.
5. Health insurance coverage for new employees or employees newly eligible for health insurance coverage will start at the earliest possible date consistent with current VEHI/BCBSVT enrollment rules.

PREMIUM COST-SHARING: EMPLOYERS AND EMPLOYEES

1.1 **For Teachers, Certificated School Administrators:** Each employer will contribute eighty (80%) percent of the Gold CDHP or eighty (80%) percent of the Silver CDHP for any tier of coverage. The amount of money available for Gold CDHP can be credited at the employee’s discretion toward the premium costs for a tier of coverage in the Platinum or Gold (non-CDHP) VEHI plans.

1.2 **For all Other School Employees:** The premium split for support staff will be status quo in the separate districts for the first eighteen months of this agreement, July 1, 2020 through December 31, 2021, but in no case shall exceed twenty (20%) percent for any tier of coverage. Beginning on January 1, 2022 all support staff who are not at the 20% level will increase the employee contribution by not more than two (2%) percent, not to exceed twenty (20%) percent for any tier of coverage.

PRESERVING AND EXPANDING ACCESS TO ALL TIERS OF VEHI BENEFIT PLAN COVERAGE

Any employee that meets the eligibility requirements of eligibility will be eligible to select any tier of coverage beginning in the first year of this agreement.

OUT-OF-POCKET COST-SHARING: EMPLOYERS AND EMPLOYEES

For employees and their dependents enrolled in the VEHI Gold CDHP, employers will pay medical and pharmacy out-of- pocket (OOP) costs with first dollar contributions through a health reimbursement arrangement in the following amounts. For licensed administrators and teachers: \$2100 for a single tier and \$4200 for all other tiers; for support staff \$2200 for a single tier and \$4400 for all other tiers. This amount of money can be credited at the employee’s discretion toward the out-of-pocket costs for a tier of coverage in another VEHI plan. For employees enrolled in the VEHI Silver CDHP, employers will pay medical and pharmacy out-of- pocket (OOP) costs with first dollar contributions through a health reimbursement arrangement or a health savings account, at the individual employee’s discretion, in the following amounts. For licensed administrators and teachers: \$2100 for a single tier and \$4200 for all other tiers; for support staff \$2200 for a single tier and \$4400 for all other tiers

TRANSITIONING TO A STATWIDE TPA AND TPA SERVICES IN THE INTERIM

1. Employers shall pay the administrative expenses charged by the TPA.
2. Autopayment to providers will be the default payment method unless requested otherwise by employees.
3. The TPA chosen shall be able to provide debit cards to facilitate payments when auto-payment is not an option. Debit cards must be provided to employees prior to January 1st of each year of this agreement.