



Vermont Healthcare

BARGAINING TEAM

Highlights of Healthcare Plan 2020-2022

Duration

Effective July 1, 2020 but changes won't apply until January 1, 2021 except that any support staff covered by employer-sponsored health insurance who pay more than 20 percent of premiums will see their contribution drop to 20 percent on July 1, 2020. Plan expires December 31, 2022.

Eligibility

Status-quo as locally bargained until Dec. 31, 2020. On Jan. 1, 2021, All employees working at least 17.5 hours a week will be eligible for all tiers of coverage. Non-full time employees will receive a prorated premium payment from school boards.

Employment Status

Full-time status for all public school employees to be bargained locally.

Premium Contributions

Status quo as locally bargained until Dec. 31, 2020.

On Jan. 1, 2021, teachers and licensed employees will pay 20 percent of premiums for VEHI Gold CDHP and VEHI Silver CDHP, with school boards paying 80 percent. For employees choosing VEHI Gold or Platinum plans, employers will pay the equivalent of 80 percent of the premium for Gold CDHP; employees will pay the remainder.

Support staff will retain their current premium splits until January 1, 2022. Then the amount employees will pay increases by 2 percentage points up to a maximum of 20 percent of premiums for any tier of coverage.

Pro-rata contributions for less-than-full-time employees will be determined locally. Regardless of prorated premium sharing, out-of-pocket expenses will remain the same for all tiers and all plans.

Tiers of Coverage

All employees will be eligible for all tiers of coverage from Jan. 1, 2021.

Out-of-Pocket Expenses

Status quo as locally bargained through Dec. 31, 2020. Then the following changes on Jan. 1, 2021.

For teachers and other licensed employees in a Gold CDHP policy, the maximum amount of exposure to medical and pharmaceutical out-of-pocket expenses will be \$400 for single coverage and \$800 for all

other tiers. Those amounts are only applicable after school boards pay the first \$2,100 for single coverage and \$4,200 for all other tiers. Out of pocket amounts differ with other policies.

For support staff in a GOLD CDHP policy, the maximum amount of exposure to medical and pharmaceutical out-of-pocket expenses will be \$300 for single coverage and \$600 for all other tiers. Those amounts are only applicable after school boards pay the first \$2,200 for single coverage and \$4,400 for all other tiers. Out of pocket amounts differ with other policies.

For all employees, out-of-pocket expenses will be administered through a health reimbursement arrangement that will automatically pay providers. For employees enrolled in a VEHI Silver CDHP, employees, at their sole discretion, may choose to have school boards use a health savings account.

Third-Party Administrator for Out-of-Pocket Expenses

Over the course of the agreement, a statewide third-party administrator responsible for management of out-of-pocket expenses will be established. In the meantime, payments to providers will be automatic, unless employees choose otherwise. In the event payments cannot be made automatically to providers, a debit card will be provided by school boards. Also, all costs associated with the third-party administrator will be borne by school boards.