

## STATEWIDE HEALTH INSURANCE NEGOTIATIONS

### Fact Finding Report vs EE Position vs ER Position vs Status Quo

ISSUE	STATUS QUO	FF - Employee Position	FF - Employer Position	FF Report
PREMIUM	Licensed: 20%; 20%	Licensed: 17%; 18%; 19%	Licensed: 20%; 21%, 22%	Licensed: 20%; 20%, 20%
	Non-licensed: Y1: status quo but not more than 20% Y2: +2% not to exceed 20%	Non-licensed: freeze	Non-licensed: Y1: +2% (but no less than 15%; max 20%) Y2: +2%; max 20% Y3: all at 20%	Non-licensed: Y1: +1% (max 20%) Y2: +1% (max 20%) Y3: +1% (max 20%)
OUT OF POCKET	EmployER 1st \$ Licensed EmployEE: \$400/\$800 (last \$) Non-licensed EmployEE: \$300/\$600 (last \$)	EmployER 1st \$ < \$35k EmployEE: \$100/\$200 (last \$)	EmployER 1st \$ EmployEE: \$1250/\$2500 (last \$)	[EE Last \$] Licensed (EE): \$600/\$1000 Non-licensed (EE): \$300/\$600
		\$35k - \$70k EmployEE: \$200/\$400 (last \$)	HSA: EmployER: \$1100 (for all tiers / eligible plans)	HSA: FF Report was silent
	HSA: EmployER Contributions Licensed - ER contribution: \$2100 / \$4200 Non-licensed - ER contribution: \$2200 / \$4400	\$70k+ EmployEE: \$300/\$600 (last \$) . ER contribution can be applied to any other plan via HRA or HSA dependent on plan limitations		
ELIGIBILITY	minimum: 17.5 hours Full-time definition: locally controlled	Status quo - Reject ER proposal entirely	minimum: 18.75 hours Full-time defined as: 37.5 hours	Status Quo - rejected ER Commissioners' proposal
GRIEVANCE	Processed through local grievance process	Status quo - Reject ER proposal entirely	Two steps: Initial filing by majority of commissioners on either side. Step 1: full commission. Majority could decide. Step 2: arbitration	- Filed by district or union to the Commission; - Commission hears it, no majority then arbitration
CASH IN LIEU	Bargained locally; Statute doesn't permit CIL with both spouses being VT public school employees	Status quo - Reject ER proposal entirely as we don't believe it is within the scope of SWHC statute to negotiate otherwise	No school district employee could receive more than \$2000. Those currently receiving less than \$2000 could not bargain an increase.	Status Quo - rejected ER Commissioners' proposal