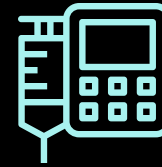


FF Position Comparison



VTHealthBargainingTeam.org

Negotiation Topic: **Monthly Premium**

August 2021

Union Team

Our position:

Teachers

Year 1: 83/17% split of Gold-CDHP or Silver CDHP

Year 2: 82/18% split of Gold-CDHP or Silver CDHP

Year 3: 81/19% split of Gold-CDHP or Silver CDHP

ESP

Freeze at premium share level as of December 31, 2022

VSBA Team

Their position:

Teachers

Year 1: 80/20% split of Gold-CDHP or Silver CDHP

Year 2: 79/21% split of Gold-CDHP or Silver CDHP

Year 3: 78/22% split of Gold-CDHP or Silver-CDHP

ESP

Year 1: +2% (but not less than 15% or more than 20%)

Year 2: +2% (but not more than 20%)

Year 3: 80/20% split of Gold-CDHP and Silver-CDHP

Status Quo

Teachers: 80/20% of Gold or Silver-CDHP (as of January 1, 2021)

ESP: Locally-bargained status quo until December 31, 2021 (but not more than 20%), then +2% points (but not more than 20%)

Significance

The VSBA's position would force public school employees to shoulder even more of the burden of rising health care costs - we should all be working to make health more affordable, not lee.



Negotiation Topic: **Out-of-Pocket Costs**

August 2021

Union Team

Our position:

For employees enrolled in Gold-CDHP, School Boards will provide OOP assistance through an HRA based on a sliding-scale in the following amounts:

- For employees earning less than \$35,000 per year: \$2,400 for single-tier coverage and \$4,800 for all other tiers of coverage (Employee pays \$100 or \$200).
- For employees earning between \$35,000 and \$70,000 per year: \$2,300 for single-tier coverage and \$4,600 for all other tiers of coverage (Employee pays \$200 or \$400).
- For employees earning more than \$70,000 per year: \$2,200 for single-tier coverage and \$4,400 for all other tiers of coverage (Employee pays \$300 or \$600)

VSBA Team

Their position:

For Employees enrolled in any of the four VEHI plans, School Boards will contribute the following amounts via an HRA:

Single: \$1250 (Employee pays \$1250)
2-Person: \$2500 (Employee pays \$2500)
Parent/Child: \$2500 (Employee pays \$2500) Family: \$2500 (Employee pays \$2500)

For an HSA, School Boards will contribute \$1100 all tiers (for the Gold-CDHP plan, employee pays \$1400 for single tier and \$3900 for all other tiers; for the Silver CDHP the employee pays \$2900 for the single tier and \$6900 for all other tiers).

Status Quo

Teachers: \$2100 for single-tier coverage and \$4200 for all other tiers (Employee pays \$400 or \$800)

ESP: \$2200 for single-tier coverage and \$4400 for all other tiers (Employee pays \$300 or \$600).

For HSA contributions, the school boards contribute the same dollar amount by tier that they do for HRAs.

Significance

VSBA's proposal would leave workers with an OOP liability that is approximately 400% higher for ESP -- and they want teachers to pay triple what they do now.



Negotiation Topic: **Eligibility**

August 2021

 **Union Team**

Our position:

Maintain Status Quo -

Employees must work a minimum of 17.5 hours & pro-ration is based on full-time status determined at the local level.

 **VSBA Team**

Their position:

- Must work a minimum of 18.75 hours per week.
- All employees working between 18.75 and 37.4 hours per week are considered part-time, even full-time support staff and teachers who are contract for less than 40 hours per week.
- Pro-ration is based on 37.5 hours per week.

 **Status Quo**

Employees must work a minimum of 17.5 hours & pro-ration is based on full-time status determined at the local level.

Significance

Redefining full-time status to 37.5 hours per week would make many full-time ESP ineligible for a full subsidy from their employer and would set up two different standards for full time employee benefits: one for health insurance, one for every other benefit.



Negotiation Topic: **Grievance Procedure**

August 2021

Union Team

Our position:

Maintain Status Quo -

Grievances are handled locally

VSBA Team

Their position:

Statewide Grievance procedure that allows ONLY members of the Commission (and not locals) to file a grievance.

Status Quo

Grievances are handled locally

Significance

Under VSBA's proposal, local unions and members would be left out of the grievance process. Further, it is virtually unheard of that employers can file grievances. The grievance process should be left to the unions and employees who believe they have been wronged.



Negotiation Topic: **Cash-in-Lieu**

August 2021

Union Team

Our position:

Maintain Status Quo -

(Cash-in-lieu would be bargaining at the local level; the only changes to cash-in-lieu are those made by the legislature)

VSBA Team

Their position:

No school district employee could receive more than \$2000; those currently receiving less than \$2000 could not bargain an increase

Status Quo

Cash-in-lieu is bargaining at the local level. However, the revised health insurance statute prohibits cash-in-lieu payments if both spouses are employed by a public school in Vermont. Otherwise, cash-in-lieu is bargained locally.

Significance

We don't believe the statewide health care bargaining statute permits bargaining by the Health Care Commission over this issue. Cash-in-lieu should be bargained at the local level.