

# Resolution Arising out of Interest Based Bargaining Regarding Insurance Benefits

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The Board of Education, Administration, UFEA and UFSPA met October 20, 2008 and October 27, 2008 to engage in Interest Based Bargaining to address the issues related to the current dispute regarding Insurance Benefits and Recommended Enhancements. As a result of that process, the parties agree:

1. Implementation of enhancements will be 30 days after this agreement is reached (*Implementation on December 1, 2009 is the goal: requires 30 days and a 1<sup>st</sup> of the month start date*)
2. Retirees and Individuals who pay all or part of their own individual insurance will pay the premium rate established actuarially.
3. Amount in excess of premium costs deposited into the Insurance Fund from July 1, 2008 until this resolution will stay in the Fund.
4. Enhancements will sunset upon ratification of a successor agreement or July 1, 2009, whichever is later, and parties agree all Insurance issues will be bargained in Spring CB. Recommendations will be given to the bargaining teams by a joint committee using an interest based process. The joint committee will be made up of UFEA (3) and UFSPA (2), as appointed by the respective Associations, as well as Scott Lay, Jay Reece, Gary Niehaus, Dennis Triggs, Steve Bushue, and Ben Matthews. Consultants may be utilized by the committee as needed.

## **Enhancements 1: BASE PLAN**

- Wellness (\$5.94/month)
- Vision (\$2.34/month)
- Rx Copay (\$4.46/month)
- Office Copay (\$4.57/month)
- 4 Enhancements: \$17.31/month > Total monthly premium per employee = \$457.31
- "Excess" amount available after enhancements to go to the Fund = \$38.29 per month per employee

## **Enhancements 2: HSA**

- Wellness (\$5.94/month)
- Vision (\$2.34/month)
- 2 Enhancements: \$8.28/month > Total monthly premium per employee = \$448.28
- "Excess" amount available after enhancements to go to the Fund = \$47.32 per month per HSA employee

## **Enhancements 3: OPTIONAL PLAN**

- Wellness (\$5.94/month)
- Vision (\$2.34/month)
- 2 Enhancements: \$8.28/month > Total monthly premium per employee = \$448.28

- 'Excess' amount available after enhancements to go to the Fund = \$47.32 per month per "Optional Plan" employee