

APPENDIX C

HEALTHCARE BENEFITS

Appendix X below reflects those benefits negotiated in Health Care Bargaining

Tentative Agreement
Health Care Coalition 2017-2019
September 9, 2016
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ARTICLE X

HEALTH CARE BENEFITS AMOUNTS

- X.1 A. For the 2015-20172017-2019 biennium, the Employer will contribute an amount equal to eighty-five percent (85%) of the total weighted average of the projected health care premium for each bargaining unit employee eligible for insurance each month, as determined by the Public Employees Benefits Board (PEBB). The projected health care premium is the weighted average across all plans, across all tiers.
B. The point-of-service costs of the Classic Uniform Medical Plan (deductible, out-of-pocket maximums and co-insurance/co-payment) may not be changed for the purpose of shifting health care costs to plan participants, but may be changed from the 2014 plan under two (2) circumstances:
1. In ways to support value-based benefits designs; and
2. To comply with or manage the impacts of federal mandates.
Value-based benefits designs will:
1. Be designed to achieve higher quality, lower aggregate health care services cost (as opposed to plan costs);
2. Use clinical evidence; and
3. Be the decision of the PEBB Board.
C. Article X.1 (B) will expire June 30, 20172019.
X.2 The PEBB Program shall provide information on the Employer Sponsored Insurance Premium Payment Program on its website and in an open enrollment publication annually.
X.3 The Employer will pay the entire premium costs for each bargaining unit employee for basic life, basic long-term disability and dental insurance coverage.
X.4 Wellness
A. To support the statewide goal for a healthy and productive workforce, employees are encouraged to participate in a Well-Being Assessment survey. Employees will be granted work time and may use a state computer to complete the survey.

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B. The Coalition of Unions agrees to partner with the Employer to educate their members on the wellness program and encourage participation. Eligible, enrolled subscribers who register for the Smart Health Program and complete the Well-Being Assessment will be eligible to receive a twenty-five dollar (\$25) gift certificate. In addition, eligible, enrolled subscribers shall have the option to earn an annual one hundred twenty-five dollars (\$125.00) or more wellness incentive in the form of reduction in deductible or deposit into the Health Savings Account upon successful completion of required Smart Health Program activities. During the term of this Agreement, the Steering Committee created by Executive Order 13-06 shall make recommendations to the PEBB regarding changes to the wellness incentive or the elements of the Smart Health Program.

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For the State:

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For the Coalition of Unions:

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*[Handwritten signature]* SEIU 925  
Jason Holland WPEA/WFCU 365

*[Handwritten signature]* SEIU 925  
*[Handwritten signature]* DSAS/SEIU 1197  
*[Handwritten signature]* SEIU 119900

*[Handwritten signature]* OPEIU 8

*[Handwritten signature]* MEBA PCO-No1

*[Handwritten signature]* PTE17

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*[Handwritten signature]* PSMTC

*[Handwritten signature]* PSE of NNU