

HCMC and AFSCME Negotiations  
Session #2  
Economic Proposal  
October 14, 2015  
3:00 pm

The Employer reserves the right to add to, modify or delete items in this initial Economic offering and **add additional items at a future negotiation session.**

**1. Term of Agreement –**

2 years (2016-2017)

**2. Wages -**

2016 1% ATB, move steps to stepless ranges

2017 1% ATB, continue stepless ranges

**3. Insurance -**

• **Rates for Non- tobacco users:**

Options Plan (co-pay plan)

2016 -

Employee Only - increase from 10% to **12%**  
Employee +1 – 23.5%  
Family – 23.5%

2017-

Employee Only - 12%  
Employee +1 – 23.5%  
Family – 23.5%

HRA (deductible plan)

2016-

Employee Only - increase from 5% to **7%**  
Employee +1 – 17.5%  
Family – 18.5%

2017-

Single - 7%  
Single +1 – 17.5%  
Family – 18.5%

• **Rates for Tobacco users:**

**Modify current language as follows:**

~~Effective January 1, 2015, non-tobacco users will experience less of an increase in insurance premiums than tobacco users.~~ An employee's tobacco use status will be based on the employee signing an affidavit attesting to his/her tobacco use practices during the annual Benefits Open Enrollment period.

Employees who attest to using tobacco during the 2015 Open Enrollment period will pay insurance premiums as follows for 2016:

Options Plan (co-pay plan)

2016-

Employee only - increase from 10% to 12% + \$25/month tobacco surcharge  
Employee +1 – 23.5% + \$25/month tobacco surcharge  
Family – 23.5% + \$25/month tobacco surcharge

HRA (deductible plan)

2016-

Employee only – increase from 5% to 7% + \$25/month tobacco surcharge  
Employee +1 – 17.5%+ \$25/month tobacco surcharge  
Family – 18.5%+ \$25/month tobacco surcharge

Employees who attest to using tobacco during the 2016 Open Enrollment period will pay insurance premiums as follows for 2017:

Options Plan (co-pay plan)

2017-

Employee Only - 12% + \$30/month tobacco surcharge  
Employee +1 – 23.5% + \$30/month tobacco surcharge  
Family – 23.5% + \$30/month tobacco surcharge

HRA (deductible plan)

2017-

Employee Only - 7% + \$30/month tobacco surcharge  
Employee Only +1 – 17.5%+ \$30/month tobacco surcharge  
Family – 18.5%+ \$30/month tobacco surcharge

- Eliminate the language that offers the option to “opt out” of employer provided medical insurance coverage and receive \$30/month.
- Eliminate all references in the Insurance article stating “or the non-union contribution amount whichever is lower”

4. Move all current employees on the traditional vacation/sick plan to the PTO plan with the following conversion:

- vacation and floating holiday hours are converted to paid time off (PTO),
- sick hours are converted to an extended medical leave bank (EML), and
- deferred holiday hours are paid out.

**5. ARTICLE 24 Stability Adjustments/Sharing Success**

No change.

6. Modify Retiree Health Insurance Premium eligibility as follows:

**ARTICLE 43 - RETIREE HEALTH PREMIUM SUBSIDY**

Modify Section 3 as follows:

**Section 3.** The Medical Center will contribute a fixed dollar amount toward the monthly health insurance premium of eligible retirees (as described in Section 1 above) who retire in 2011. Such contributions will continue until the employee discontinues coverage under the plan, or through the end of the month in which the retiree turns age 65, whichever is sooner. ~~Effective, January 2016, that rate will be equal to \$400 per month the amount that the Medical Center is contributing for active employees who carry single (employee-only) coverage at the time of the employee's retirement.~~ ~~Effective January 1, 2017, that rate will equal \$300 per month.~~ The fixed dollar amount the Medical Center will contribute will remain the same for the duration of this benefit, and future health insurance premium increases will be paid by the retiree.