

ARTICLE X

HEALTH CARE BENEFITS AMOUNTS

X.1 A. For the ~~2017-2019~~2019-2021 biennium, the Employer will contribute an amount equal to eighty-five percent (85%) of the total weighted average of the projected ~~health-care~~medical premium for each bargaining unit employee eligible for insurance each month, as determined by the Public Employees Benefits Board (PEBB). The projected ~~health-care~~medical 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 PEB Board.

C. Article X.1 (B) will expire June 30, ~~2019~~2021.

~~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.~~

1 **X.32** A. The Employer will pay the entire premium costs for each bargaining unit
2 employee for basic life, basic long-term disability and dental insurance coverage.

3 B. If the PEB Board authorizes stand-alone vision insurance coverage, then the
4 Employer will pay the entire premium costs for each bargaining unit
5 employee.

6 **X.43** **Wellness**

7 A. To support the statewide goal for a healthy and productive workforce,
8 employees are encouraged to participate in a Well-Being Assessment
9 survey. Employees will be granted work time and may use a state computer
10 to complete the survey.

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

24 X.24 The PEBB Program shall provide information on the Employer Sponsored
25 Insurance Premium Payment Program on its website and in an open enrollment
26 publication annually.

1 **X.5 Medical Flexible Spending Arrangement**

2 A. During January 2020 and again in January 2021, the Employer will make
3 available two hundred fifty dollars (\$250) in a medical flexible spending
4 arrangement (FSA) account for each bargaining unit member represented
5 by a Union in the Coalition described in RCW 41.80.020(3), who meets the
6 criteria in Subsection X.5 B below.

7 B. In accordance with IRS regulations and guidance, the Employer FSA funds
8 will be made available for a Coalition bargaining unit employee who:

9 1. Is occupying a position that has an annual full-time equivalent base
10 salary of fifty thousand four dollars (\$50,004) or less on November
11 1 of the year prior to the year the Employer FSA funds are being
12 made available; and

13 2. Meets PEBB program eligibility requirements to receive the
14 employer contribution for PEBB medical benefits on January 1 of
15 the plan year in which the Employer FSA funds are made available,
16 is not enrolled in a high-deductible health plan, and does not waive
17 enrollment in a PEBB medical plan except to be covered as a
18 dependent on another PEBB non-high deductible health plan.

19 3. Hourly employees' annual base salary shall be the base hourly rate
20 multiplied by two thousand eighty-eight (2088).

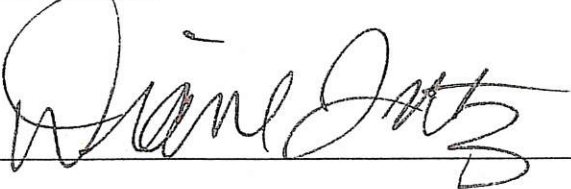
21 4. Base salary excludes overtime, shift differential and all other
22 premiums or payments.

23 C. A medical FSA will be established for all employees eligible under this
24 Section who do not otherwise have one. An employee who is eligible for

1 Employer FSA funds may decline this benefit but cannot receive cash in
2 lieu of this benefit.

3 D. The provisions of the State's salary reduction plan will apply. In the event
4 that a federal tax that takes into account contributions to a FSA is imposed
5 on PEBB health plans, this provision will automatically terminate. The
6 parties agree to meet and negotiate over the termination of this benefit.


7 For the State:


8  Date: 9/7/18
9

10 For the Coalition:

11  Date: 9/7/18
12

13  9/7/18
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15  seiu1199nw 9/7/18

 Teamsters 117 9.7.18

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