

SAMPLE HEALTHCARE CONTRACT LANGUAGE

Changes To Insurance Due To Federal Or State Law or Regulation

Should the enactment of any federal or state law or regulation impact the health insurance of any bargaining unit employee during the life of this agreement the employer agrees to sit down and negotiate the impact and effect of these changes to insure that the cost, provider network, and availability of healthcare negotiated in this agreement are maintained for bargaining unit members during the life of this agreement.

Or

Should the benefits provided herein be changed by any law or regulation the employer shall negotiate with the union over the impact and effect of such change(s).

Changes To Insurance in Mid-Contract

(Language should only be used only if no history of reimbursement without language)

BEST

Any change to the cost or network of any provision of the health insurance plan, as negotiated in this agreement, the employer shall reimburse employees for the additional cost or savings due to the change. Should additional paperwork or “self-help” provisions be imposed the employer will provide lost time to employees to perform the required tasks.

GOOD

Any change to the cost or network structure of any provision of the health insurance plan, as negotiated in this agreement, the employer shall notify the union immediately upon notice from the insurance company and negotiate the effects of the change with the union. Should additional paperwork or “self-help” provisions be imposed by the change the employer will provide lost time to employees to perform the required tasks.

Options for Payment of Employee & Employer Health Insurance Premium Payments (Ranked Order)

AS PERCENTAGE OF STRAIGHT TIME EARNINGS

Employees shall pay ___% of their previous year’s annual straight time earnings for the subsequent year’s health insurance premium. Such an amount shall be divided equally amongst the subsequent year’s paychecks and deducted from each paycheck accordingly.

(If the number of paychecks for any subsequent year is unknown a provision could be added adjusting the amount deducted if the employee receives less, or more, paychecks.)

LIMITS ON FINANCIAL EXPOSURE TO ANY ONE WORKER

No employee shall pay greater than ____% of their straight time earnings for their health insurance paycheck deduction.

BASED ON INCOME STEPS

Employees earning \$25,000 or less per year shall pay ____% of the health insurance premium. Employees earning more than \$25,000 but less than \$35,001 shall pay ____% of the health insurance premium. Employees earning more than \$35,000 and less than \$45,001 shall pay ____% of the health insurance premium. Employees earning, etc., etc.

DIFFERENT PERCENTAGES BASED ON SINGLE OR FAMILY PLAN

(The actual percentage figures are examples not recommendations.)

Employees on the single plan shall pay 10% of the health insurance premium. Employees on the family plan shall pay 7% of the health insurance premium.

FLAT DOLLAR AMOUNT

Below is boiler plate language for members paying health insurance premiums in a flat dollar amount each paycheck.

(For the life of the agreement), (For year 1[or year 2, or 3,] of the agreement) the parties agree that all employees covered by the plan will pay \$_____ per paycheck for the family plan, \$_____ per paycheck for the two person plan, and \$_____ for the single plan.

Other potential versions of the boiler plate language:

Family and Two person plans pay the same flat \$ amount – “The parties agree that employees on the family and two person plan pay \$_____ and employees on the single plan pay \$_____”

All plans pay the same amount.

Pay a percentage of income up to a flat dollar amount

Pay a flat dollar amount up to a certain percentage of income

These amounts increase or decrease during the life of the plan or they stay the same.

WHAT MOST PLANS HAVE NOW

Employees shall pay ____% of the health insurance premium for the single, two person, or family plans and such amount shall be deducted in equal amounts from each employee’s paycheck.

Insurance Committees and Getting Information

BEST

There shall be an insurance committee made up of union and management representatives to meet with insurance company provider representatives and/or insurance broker(s) three months prior to the anniversary date of the health insurance plan and at other times as mutually agreed, to insure that bargaining unit employees receive affordable and accessible healthcare that

requires little to no paperwork and allows employees the ability to retain their present medical provider(s). Such meetings shall be conducted during work time and the union committee may consist of up to ____ members from the bargaining unit.

BETTER

The employer shall meet with the union, to discuss health insurance, at least one month prior to the employers request for proposals on health insurance or three months prior to the health insurance plans anniversary date, whichever is earlier from the health insurance anniversary date. Such meetings shall be conducted during work time.

GOOD

The employer shall make available to the union, within seven days of receiving it, any and all proposals or information sent or delivered to the employer by health insurance brokers or companies concerning the health insurance coverage, cost, or availability to bargaining unit employees. (Fall back would be to add, “when requested by the union” between “available” and “any”.)