

Henniker Community School Support Staff, AFT Local # 6314, AFT-NH, AFL-CIO  
And

Henniker School Board

Sidebar

July 1, 2014 – June 30, 2016

Whereas the Henniker School Board have implemented a change in health insurance plans;

Whereas the Henniker Community School Support Staff, AFT #6314 and the Henniker School Board have negotiated a successor agreement for July 1, 2014 through June 30, 2016;

Whereas the changes to health insurance occurred after the agreement was negotiated and the parties met to discuss the impact of the changes;

Therefore, the parties agree to implement the health insurance plan changes for those employees working at least 35 hours per week and at least 200 days per year per Section 9.1.2 of the collective bargaining agreement as stated below:

9.1.2

An Eligible Bargaining Unit Member is one who works at least 35 hours per week and at least 200 days per year, the District shall pay 85 percent of the premium for whichever plan and coverage (single, 2-person or family) the employee selects. Each year that such an employee declines the health insurance offered by the District, the employee shall receive a stipend of \$1000 if the employee is eligible for single coverage, \$2000 if the employee is eligible for 2-person coverage and \$3000 if the employee is eligible for family coverage.

As of July 1<sup>st</sup>, 2014, the Henniker School District will offer only High Deductible Health Insurance Plans backed by Health Savings Accounts (HSAs). For the duration of this contract, the District will offer LGC Health Trust's Lumenos 2500/5000 plan or its equivalent.

Upon any change to a new provider, any savings in health and medical insurance shall result in an equitable sharing of savings between the District and the Bargaining Unit.

- 1) Health Savings Accounts – Only Eligible Bargaining Unit Members as defined above will receive contributions from the Henniker School District towards their Health Savings Accounts. The amount contributed each year will be the larger of 50% of the individual plan deductible; or the plan deductible, less any pre-existing HSA funds.
- 2) Wellness Objectives – Only Eligible Bargaining Unit Members as defined above will be eligible to earn up to \$1,000 in contributions to their HSA by completing a set of personal wellness objectives. The district will make available a schedule of available wellness activities in which bargaining unit members can participate throughout the school year, in order to meet their objectives, and earn their contributions.
- 3) 2014-2015 HSA Funding: In order to adjust to the calendar year cycle of deductibles versus the school year cycle of health insurance plans, the district agrees to fully fund the deductible in school-year one of the agreement with the knowledge that this may exceed the calendar year

deductible. To this end, the District will fund 50% of the deductible on July 1, 2014, which is considered to be the deductible utilization until the next funding cycle beginning on January 1, 2015. For any Eligible Bargaining Unit Member who exhausts this initial funding between July 1, 2014 and January 1, 2015 the District will fund an additional 50% of the HSA deductible upon submission of documentation necessary to demonstrate that the initial funding was exhausted. On January 1, 2015 the District will replenish all HSA's to the full deductible level upon submission of documentation necessary to demonstrate deductible expenditures. All subsequent HSA contributions shall be made on January 1<sup>st</sup> to coincide with the calendar year plan.

- 4) 2015-June 30, 2016 HSA Funding: All standard HSA contributions shall be made on January 1<sup>st</sup>. The District will contribute either 50% of the individual plan deductible (\$1250.00) or replenish the HSA to fully funded status, whichever is the greater amount. In order to be eligible to receive funding in excess of 50% of the individual plan deductible (\$1250.00), Eligible Bargaining Unit Members will need to submit documentation necessary to demonstrate deductible expenditures. For Eligible Bargaining Unit Members beginning employment midyear, all standard (prorated) HSA contributions shall be made on the first day of the month following their first day of employment. Eligible Bargaining Unit Members who receive their contribution on January 1<sup>st</sup>, and leave the district before the end of the calendar year shall refund the district the prorated amount of their total annual standard contributions. Earned Wellness Contributions shall be paid at the beginning of the month following completion of an objective. Additionally, Eligible Bargaining Unit Members may fund their own HSAs with pre-tax contributions. No contributions can be made beyond the federally defined limit for any given plan year, even if bargaining unit members continue to obtain wellness achievements.
- 5) Education, Training and Support – The District shall provide tools, training and assistance for Bargaining Unit Members to better understand their High Deductible Plan, and how to best maximize the use of their deductibles.
- 6) HSA Enrollment – Bargaining Unit Members without an existing HSA may enroll for an HSA through an arrangement provided by the District.
- 7) Transferability – Health Savings accounts are owned by Bargaining Unit Members, and as such travel into and out of the district with these individuals. Eligible Bargaining Unit Members that enter the district with existing HSAs showing a positive balance shall be subject to 'pre-existing funds' component of section 1 above.

For the Henniker Community Support Staff, AFT #6314, AFT-NH, AFL-CIO

Ellen Sciretti - President Dated: 5/7/14

For the Henniker School Board

Cathy (Morgan) KA Dated: 5/7/14