

2016 UNION NEGOTIATIONS

ONE CITY HEALTH INSURANCE PLAN

- Comp Mix Open Access Plan with deductible
- As with current plan, there will be copays for many services (e.g., office visits, emergency room, etc.)
- There will be co-insurance for remaining services (e.g., inpatient and outpatient services)
- Maximum Out-of-Pocket, which includes deductible
- Rx - \$5/\$25/\$40; Mail Order 2x Copay.
- Mandatory State Maintenance Drug Program
- May be coupled with a medical flex spending account

Hartford Municipal Employees Association (HMEA)

Total employees: 192

Total Hartford residents: 62

% Hartford residents: 32.29%

General Topic	Ask
Wages	<ul style="list-style-type: none"> • Freeze general wage increases • No growth/step increases
Work Schedule	<ul style="list-style-type: none"> • Reduced work week to 37.5 hours, with reduction in pay tiered according to base salary: \$0-49,999: No change \$50,000-74,999: 2.5% \$75,000-99,999: 4.5% \$100,000+: 6.25%
Overtime	<ul style="list-style-type: none"> • Overtime for those currently eligible for over 40 hours in a week only (eliminate after 8 hours in a day) • Sick time does not count toward hours worked for purposes of overtime
Accruals	<ul style="list-style-type: none"> • Cap sick leave accrual at 80 days (max payout of 40 days at retirement only)
Furlough Days	<ul style="list-style-type: none"> • Six furloughs each year for the term of the contract (dispatch supervisors exempt)
Health Benefits	<ul style="list-style-type: none"> • Medical/Rx Plan Design Change • Increase to employee premium cost share to 18% first year, 19%, second year, then 20% for the remainder of the contract term • Elimination of the cap • Dental contribution % same as Medical
Retiree Health Benefits	<ul style="list-style-type: none"> • Any retiree benefit changes as it changes for actives • No over-65 benefits
Run-out	<ul style="list-style-type: none"> • Elimination of run-out completely
Pension	<ul style="list-style-type: none"> • 3% increase to contribution • New hires: Defined Contribution Plan