

Health Care Benefits Tentative Agreement Reached!

Following thoughtful and thorough review of plans by the Benefits Committee (members included: Evangeline Anderson, Janne Dukeshier, Amber Prentice, and Valarie Peaphon) and after OPEIU negotiations (team included: Janne Dukeshier, Stephanie Foe, and Valarie Peaphon) over the premium cost share, we are pleased to announce you will be voting on what we believe to be superior coverage at a lower cost. We recommend a “Yes” vote.

You can review plan details at <https://www.hca.wa.gov/public-employee-benefits>. We’ll have an analysis of current vs future plan features available on Tuesday.

Informational Meeting and Vote:

Tuesday, November 21
4:30pm-6:00pm
Tacoma Housing Authority
902 S L St
(2nd Fl Conf Rm)



Please note, you will not receive overtime pay or mileage reimbursement for attending this Union meeting. If you cannot attend, please email Libby at libby@opeiu8.org and request an electronic ballot. All electronic ballots must be returned by 4pm on Tuesday, November 21st.

We have tentatively agreed for THA to receive health care benefits through the Public Employees Benefits Board (PEBB), which is under the Washington State Health Care Authority (HCA). PEBB administers benefits for over 350,000 people. PEBB offers nine different plans to choose from and also provides retiree coverage. There are surcharges on the PEBB plan for tobacco users in the amount of \$25/mo and a surcharge of \$50/mo if your spouse waives comparable coverage through their employer and opts to enroll in PEBB coverage through THA instead.

Analysis of Current vs Future Rates

	Employee Only	Employee & Spouse	Employee & Child(ren)	Employee & Family
2017 Regence MultiCare	\$15.80/mo	\$161.76/mo	\$127.96/mo	\$272.72/mo
2017 Regence Base Plan	\$17.28/mo	\$176.96/mo	\$139.96/mo	\$299.64/mo
2017 Regence Buy Up Plan	\$101.98/mo	\$364.66/mo	\$303.86/mo	\$566.54/mo
2018 Uniform Medical Plan Classic (new base plan)	\$14.65/mo	\$176.14/mo	\$135.77/mo	\$297.25/mo

Employer/Employee premium cost share breakdown:

Employee Only Coverage: 98%/2%

Employee & Dependents Coverage: 76%/24%