

SEBB COALITION

Senate Ways and Means 01/23/2019

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LABOR COALITION COLLECTIVE BARGAINING

- Coalition of Exclusive Bargaining Representatives
 - 950 local exclusive bargaining units identified within employers impacted
- Bargaining Team / Steering Committee (% represented)
 - Washington Education Association (66%)
 - Public School Employees, SEIU 1948 (22%)
 - SEIU 925 (4%)
 - Teamsters JC 28 (3%)
 - IUOE 286, 609, 280 (2%)
 - AFT- WA (1%)
 - Principals (1%)

COALITION BARGAINING GOALS

- Expand access to high-quality, affordable health care for all K-12 employees and their families
- Ensure health care funding parity with state employees
- Provide affordable coverage for the lowest-paid and part-time employees
- Reduce high out-of-pocket premium costs for families

BARGAINING CHALLENGES

- SEBB policies not yet fully adopted
- SEBB benefit plans not yet fully established
- SEBB Coalition different from PEBB Coalition
 - 900 individual bargaining agreements vs. Master bargaining agreement
 - 300 different employers vs. “single” employer
 - Vast variety of current established plans compared to existing PEBB plans
 - Vast variety of current employee/employer cost shares vs. single cost share
- No historical relationship in bargaining between the coalition and the state as a “non-employer”

WHY THE COALITION RATIFIED AND SUPPORTS SEBB

- Employer contributions, both state and locally funded, represent an increase in health benefit funding for our members
- Employees with families and part-time workers will have greater access to quality, affordable health care
- Equity: All employees from the highest paid superintendent to our low wage hourly workers will have access to the same plans and pay the same amount for health care.

THE CURRENT REALITY FOR MANY K-12 EMPLOYEES

If you work full time (1.0 fte) you will find your monthly cost for medical on the payroll deduction chart below (mandatory benefits already deducted):

TEACHERS – Full time (1.0 Benefit FTE) Employee Monthly Cost for Medical*					
Medical Plan Option	Kaiser HMO	Kaiser PPO - \$350	Kaiser PPO - \$750	Kaiser PPO - \$2,500	Kaiser QHDHP
Employee	81.85	92.10	15.39	15.00	15.00
Employee + Spouse	741.00	760.05	617.43	563.75	578.14
Employee + Child	363.09	377.10	272.27	232.81	243.39
Employee + Children	414.20	428.89	318.95	277.57	288.66
Employee + Spouse & Child	1,022.24	1,045.06	874.31	810.04	827.27
Employee + Spouse & Children	1,073.35	1,096.84	920.98	854.80	872.55

***Benefit package includes at no cost to employee: Dental, Vision, Life/AD&D & LTD**

CURRENT REALITY FOR MANY K-12 EMPLOYEES

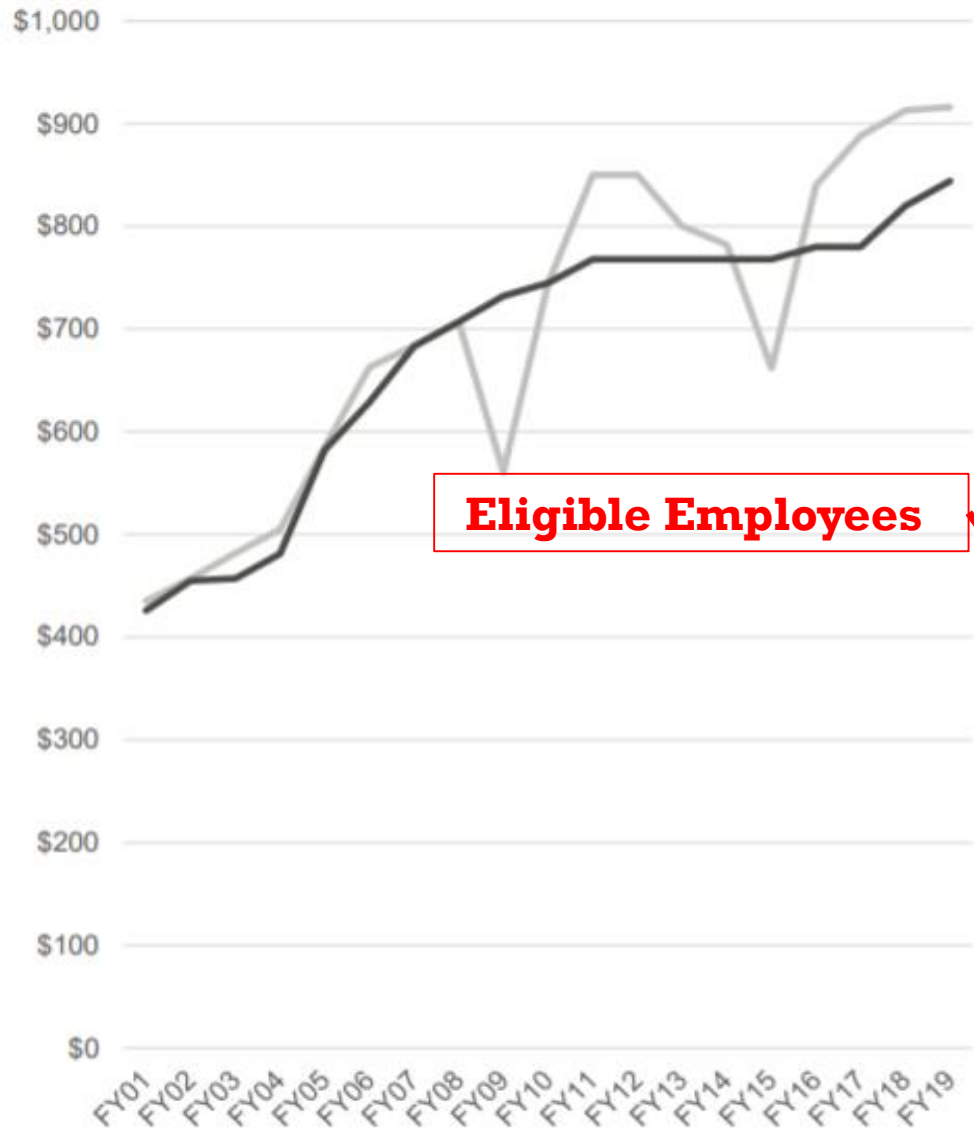
PART TIME EMPLOYEE EXAMPLE

Total Monthly Premiums for Each Plan					
Food Service Employee Working 5 hours a day for 190 days					
Medical Plan Option	Kaiser HMO	Kaiser PPO - \$350	Kaiser PPO \$750	Kaiser PPO - \$2,500	Kaiser QHDHP
Employee	289.14	299.39	222.68	193.81	201.55
Employee + Spouse	948.29	967.34	824.72	771.04	785.43
Employee + Child	570.38	584.39	479.56	440.10	450.68
Employee + Children	621.49	636.18	526.24	484.86	495.95
Employee + Spouse + Child	1,229.53	1,252.35	1,081.60	1,017.33	1,034.56
Employee + Spouse + Children	1,280.64	1,304.13	1,128.27	1,062.09	1,079.84

Illustrative Example: Employer Medical Contribution (EMC) and Employee Premiums

Plan	Actuarial Value (AV)		Employee Only	Employee & Spouse/SRDP*	Employee & Child(ren)	Employee, Spouse/SRDP & Child(ren)	Employee Contribution as Percent of Total Premium
		X = Cost at First Tier	Tier 1: 1:00x	Tier 2: 2:00x	Tier 3: 1:75x	Tier 4: 3:00x	
Plan A	90%	Total Premium	\$775	\$1,550	\$1,356	\$2,325	21%
		Employer Contribution (EMC)	\$616	\$1,232	\$1,078	\$1,848	
		Employee Contribution	\$159	\$318	\$278	\$477	
SEBB UMP Achieve 2	88%	Total Premium	\$725	\$1,450	\$1,269	\$2,175	15%
		Employer Contribution (EMC)	\$616	\$1,232	\$1,078	\$1,848	
		Employee Contribution	\$109	\$218	\$191	\$327	
Plan B	85%	Total Premium	\$688	\$1,376	\$1,204	\$2,064	10%
		Employer Contribution (EMC)	\$616	\$1,232	\$1,078	\$1,848	
		Employee Contribution	\$72	\$144	\$126	\$216	
Plan C	82%	Total Premium	\$652	\$1,304	\$1,141	\$1,956	6%
		Employer Contribution (EMC)	\$616	\$1,232	\$1,078	\$1,848	
		Employee Contribution	\$36	\$72	\$63	\$108	

K-12 RATES COMPARED TO PEB RATES



	PEB	K12	Difference
FY01	\$435	\$426	-\$9
FY02	\$457	\$455	-\$2
FY03	\$482	\$457	-\$25
FY04	\$505	\$481	-\$24
FY05	\$585	\$582	-\$3
FY06	\$663	\$629	-\$34
FY07	\$684	\$683	-\$1
FY08	\$707	\$707	\$0
FY09	\$561	\$732	\$171
FY10	\$745	\$745	\$0
FY11	\$850	\$768	-\$82
FY12	\$850	\$768	-\$82
FY13	\$800	\$768	-\$32
FY14	\$782	\$768	-\$14
FY15	\$662	\$768	\$106
FY16	\$840	\$780	-\$60
FY17	\$888	\$780	-\$108
FY18	\$913	\$820	-\$93
FY19	\$916	\$843.97	-\$72

LARGEST CURRENT CHALLENGES

- Many low-wage, part-time workers and those covering families will see a dramatic decrease in monthly premiums while others will see a slight increase
- Some benefits are not at the same level as those that have been adopted by individual school districts in the past.
- Districts are concerned that with decreased levy funds, they will not be able to cover the increased benefit costs of non-state funded employees
- Uncertainty that the state legislature won't fund the collective bargaining agreement
- Uncertainty regarding SEBB health plan details

LABOR COALITION REQUEST

- Pass legislation and appropriate funding for the collective bargaining agreement for SEBB
 - Allow Health Care Authority and labor associations to communicate changes in the system to impacted employees
- Make adjustments to programs like ECEAP to address SEBB costs for employers that are required to provide these benefits to early learning workers
- Increase flexibility of local levies and levy equalization that would support school districts to fund health benefits for non-state funded employees