

## **PTE 17 – COPPEA Chapter**

### **Monthly General Membership Meeting**

### **3/7/17**

- **Introductions** – Meeting began with a round of introductions.
- **Attendance Incentive**
  - See contract or notes from Member Meeting January 2017 with attendance incentive details.
  - Timekeepers in BDS typically contact members who are eligible for this incentive.
  - In most Bureaus, members need to contact their timekeeper to request the incentive if they are eligible. Request must be completed before June 30th, but sooner is recommended.
- **Bargaining Update**
  - Amy Bowles (800-783-0017 ext. 118 or amy@pte17.org) is the lead negotiator and the other team members are listed on the PTE 17 - COPPEA chapter website ([www.pte17.org/coppea](http://www.pte17.org/coppea)). Amy introduced team members in attendance.
  - Bargaining began January 12 with an introductory session and sessions have been held Feb 2, Feb 16, and March 2. Next session will be March 16. Sessions are generally every two weeks unless more meetings are needed.
  - If a new contract isn't in place by July 1, we would not start the fiscal year with a COLA and we might not get the retroactive COLA from July 1 to the date the contract is approved. (The last contract negotiations were concluded in late April, and the contract was approved by membership and Council in early June.) (If a new contract is not in place by July 1st, then the current contract will cover members until a new contract is ratified.)
    - This year's COLA is estimated to be 2.2%, which is calculated by comparing the second ½ of 2016 with the second ½ of 2015. City Council has not approved the COLA %, yet. They will do that before July 1st.
  - Bargaining issues had to be proposed by the March 2 session.
    - Broad issues from the PTE 17 - COPPEA side are listed in previous meeting notes; some specifics were discussed at meeting.
    - City distributed their issues and revisions in February sessions. Most were included in the February Member Meeting notes.
  - Vacation is one issue that is being brought to the table; more information to come at April 4 meeting (Portland Building, Fir Creek).
- **Healthcare Changes for Contract Proposed by City**
  - City proposed a default 90%-10% premium split, 95%-5% split with a preventative care appointment every two years, and high deductible plan.
  - As part of the proposal, to qualify for the 95%-5% split:
    - Doctors' appointments would need to be coded as preventative care. There would be an appeals process.
    - Just the employee would need to have a qualifying visit(s).
    - There are a few other ways to qualify: pre-natal care, in-patient hospital stays, treatment for ongoing issues, naturopath preventative care, etc.

- For fiscal year 2017-2018 everyone would be 95%-5%. To qualify in fiscal year 2018-2019, members would need to see the doctor for preventative care by 12/31/2017, i.e., six months from end of current contract.
  - Currently, 50% of City employees on City Core would not qualify for 95%-5% split.
- Discussion/questions followed about history, motivation, proof/data on cost savings, stressing an already over-taxed system, length of time before members can get in to see their doctor, etc.
- **Labor Management Benefits Committee**
  - Amy sits on the committee; Elliot is her backup and Paul regularly attends.
  - There is a meeting next week, March 14, in the Bull Run Conference Room on the 5<sup>th</sup> floor of the Portland Building 1-3pm. It is open to everyone.
  - The LMBC is where plan design changes happen; the contract is where the premium split is decided.
  - Amy discussed the proposals on plan design changes.
    - Most changes are to Kaiser; lowering benefits to entice more people to join City Core.
    - Options for changes were presented and are on the last page of these notes.
  - The plan designs are reviewed and reported on by the consulting firm Aon.
- **Legislative Update**
  - Elliot gave a quick update to end the meeting.
  - The Oregon Legislative Session started Feb 1 and runs until late June or early July.
  - Indications are that the legislature might be backing off on PERS changes.
- **Next member meeting**: Portland Building, Fir Creek Room (3<sup>rd</sup> floor), at noon on 4/4/17.

# Fully Insured Plans—Kaiser Medical / Rx

The City is proposing modifications to the Kaiser plan, as noted below. Detailed side-by-side plan designs comparisons are on the following page

PLAN FEATURE	Current Kaiser	Proposed 1	Proposed 2 (17E)	Proposed 3 (DL17)	Current CityCore
Actuarial Value	94.5%	92.4%	91.1%	88.8%	83.5%
Deductible (Individual / Family)	N/A	\$150 / \$300	N/A	\$150 / \$450	\$250 / \$750
Coinsurance	N/A	20%	N/A	10%	20%
Out-of-Pocket Maximum (Individual / Family)	\$600 / \$1,200	\$1,000 / \$2,000	\$1,500 / \$3,000	\$1,650 / \$4,950	\$3,000 / \$9,000
<b>ESTIMATED 2017-18 ANNUAL PREMIUM (INCLUDING ESTIMATED CITY FEE)</b>					
Employee Only	\$7,613	\$7,502	\$7,349	\$7,326	\$7,696
Employee + 1	\$14,742	\$14,520	\$14,215	\$14,169	\$15,097
Employee + 2 or More	\$21,872	\$21,539	\$21,081	\$21,011	\$20,270
<b>ESTIMATED 2017-18 ANNUAL EMPLOYEE PREMIUM SHARE (INCLUDING ESTIMATED CITY FEE)</b>					
Employee Only	\$381	\$375	\$367	\$366	\$385
Employee + 1	\$737	\$726	\$711	\$708	\$775
Employee + 2 or More	\$1,094	\$1,077	\$1,054	\$1,051	\$1,014

# Fully Insured Plans—Kaiser Medical / Rx

Below is a side-by-side comparison between current Kaiser, CityCore and the proposed Kaiser Plans

Medical Plan Feature	Current Kaiser	Proposed 1	Proposed 2 (17E)	Proposed 3 (DL17)	Current CityCore
<b>Deductible</b> Individual / Family	\$0 / \$0	\$150 / \$300	\$0 / \$0	\$150 / \$450	\$250 / \$750
<b>Out-of-Pocket Maximum</b> Individual / Family	\$600 / \$1,200	\$1,000 / \$2,000	\$1,500 / \$3,000	\$1,650 / \$4,950	\$3,000 / \$9,000
<b>Routine Office Care (incl. Mental Health visits)</b>	\$10	\$10	\$15	\$10	\$20
<b>Specialist Care</b>	\$20	\$20	\$25	\$20	\$35
<b>Outpatient Surgery</b>	\$20	\$20	\$50	10% after deductible	20% after deductible
<b>Alternative Care (Physician Referral Only)</b>	\$20	\$20	\$25	\$20	\$20 (No Referral Needed)
<b>Inpatient Facility Charge</b>	No charge	20% after deductible	\$200 / Day Up to \$1,000 / Admit	10% after deductible	20% after deductible
<b>Emergency Care</b>	\$75	\$75	\$200	10% after deductible	\$200
<b>Diagnostic Services</b>	No charge	\$15	\$15	\$10	\$25
<b>Advanced Imaging</b>	\$50	\$50	\$50	\$100	\$75
<b>Prescription (Generic / Formulary / Non-Formulary)</b>	\$15 / \$15 / \$15	\$15 / \$15 / \$15	\$15 / \$15 / \$15	\$15 / \$15 / \$15	Min / Max / Coins \$3 / \$25 / 10% \$10 / \$50 / 20% \$25 / \$75 / 30%