



Teamsters' Contract Highlights

Presented by Troy Sosnovik, Ed.D. at the January 23, 2018 School Board Meeting



Healthcare Benefits

- Added language to remove retirees who are 65 or older from the district's health benefits

This is consistent with the provisions of Section 5-513 of the Public School Code of 1949, as amended

- Added a fourth medical plan – Open Choice 3
- Added language recognizing the Bucks and Montgomery County School Healthcare Consortium held the right to modify and/or substitute any of the provisions in the plans
- Revised Dental Insurance language with “Me Too” verbiage
- Revised Vision Insurance language with “Me Too” verbiage

Medical Premium Share

PREMIUM CO-SHARE COMPARISONS				
Plan	2017-2018 * Premium Co-Share	2018-2019 Premium Co-Share	2019-2020 Premium Co-Share	2020-2021 Premium Co-Share
Open Choice 1	13%	16%	17%	18%
POS	10%	14%	15%	16%
Open Choice 2	12%	13%	14%	15%
Open Choice 3	N/A	7%	7%	8%

* 2017-2018 rates remain status quo, due to open enrollment timeline



Prescription Premium Share

The employee contribution rate for prescription drug insurance are:

- 07/01/2017 – 13%*
- 07/01/2018 – 16%
- 07/01/2019 – 17%
- 07/01/2020 – 18%

* 2017-2018 rates remain status quo, due to open enrollment timeline



Wages Provision

The negotiated salary increases are:

- 07/01/2017 – 3.2%*
- 07/01/2018 – 3.1%
- 07/01/2019 – 3.0%
- 07/01/2020 – 2.5%

* *Retroactivity will be provided*



Other Notable Language Changes

Contract Duration

- ▶ Four years – July 1, 2017 through June 30, 2021

Hiring Procedures

- ▶ Added language that affords the administration greater control on the selection of the final candidate for skilled positions

Personal Leave

- ▶ Revised language to increase the time period where employees cannot use personal leave during the first and last ten student days. Previously it was five days.

Uniforms

- ▶ Established a district-wide uniform program for union members



Summary



- ▶ The Board will realize, over the course of this contract, a projected 8.75% overall net increase in cost from the previous contract
- ▶ The introduction of the fourth medical plan and increases in employee contribution rates for health benefits will help to support the long-term financial position of the district while providing additional medical options to the Teamster membership
- ▶ Other language changes afford the district the ability to better manage the operations and employees associated with this group



Thank You