

TA'd 08/01/2025

2023-2025 STATE OF OREGON and SEIU CENTRAL TABLE
Management Counter Proposal
July 30, 2025

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1 **ARTICLE 31--INSURANCE**

2 **Section 1. Employer Contribution.**

3 (a) An Employer contribution for health and dental benefits will only be made for each
4 active employee who has at least eighty (80) paid regular hours in a month and who
5 is eligible for medical insurance coverage, unless otherwise required by law.

6 (b) It is understood that the administrative intent of this Article is that the Employer
7 contribution is made for individuals who are participants in the medical insurance
8 coverages. Participation will mean that eligible less-than-full-time employees who
9 drop out of coverage will be considered to participate. Additionally, employees who
10 elect to opt out of coverage for a cash incentive will be considered to participate.

11 **Section 2. Full-Time Employees.**

12 An Employer contribution shall be made for full-time employees who have at least
13 eighty (80) paid regular hours in a month, unless otherwise required by law.

14 For Plan Year ~~2023, 2024 and 2025~~, the Employer will pay ninety-five percent (95%)
15 and the employee will pay five percent (5%) of the monthly premium rate as determined
16 by PEBB. For employees who enroll in a medical plan that is at least ten percent (10%)
17 lower in cost than the monthly premium rate for the highest cost medical plan available to
18 the majority of employees, the Employer shall pay ninety-nine percent (99%) of the
19 monthly premium for PEBB health, vision, dental and basic life insurance benefits and the
20 employee shall pay the remaining one percent (1%).

21 **For Plan Years 2026 and 2027, the Employer will pay ninety-five percent (95%) and the**
22 **employee will pay five percent (5%) of the monthly premium rate as determined by PEBB.**

23 **For employees who enroll in a medical plan that is at least five percent (five%) lower in cost**

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than the monthly premium rate for the highest cost medical plan available to the majority of employees, the Employer shall pay ninety-nine percent (99%) of the monthly premium for PEBB health, vision, dental and basic life insurance benefits and the employee shall pay the remaining one percent (1%).

Section 3. Less-Than-Full-Time Employees.

(a) For less-than-full-time employees (including part-time, seasonal, and intermittent employees), who have at least eighty (80) paid regular hours in the month, the Employer shall contribute a prorated amount of the contribution for full-time employees, unless otherwise required by law. "Regular hours" means all hours of work or paid leave except overtime hours, i.e., those above eight (8) hours in a day or forty (40) hours in a week. Thus, "regular hours" shall include additional non-overtime hours worked above an employee's regular work schedule. In the event that a less-than-full-time employee, who is regularly scheduled to work half-time or more, fails to maintain at least half-time paid regular hours because of the effect of prorated holiday time or other paid or unpaid time off, they shall be allowed to use available vacation or comp time to maintain their eligibility for benefits and the Employer's contribution for such benefits.

(1) The Employer contribution amount of the plan selected by the employee will be calculated as follows:

- i. Part-Time, Seasonal and Intermittent Employees Electing Part-Time Insurance.

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Part-time premium rate x Employer contribution percentage x the ratio of
paid regular hours to full-time hours to the nearest full percent = State
contribution.

In addition, there shall be a subsidy based on the employee's coverage tier,
for the Plan Years covered in this Article. The part-time subsidy shall be
determined by PEBB for each Plan Year.

ii. Part-Time, Seasonal and Intermittent Employees Electing Full-Time
Insurance.

Full-time premium rate x Employer contribution percentage x the ratio of
paid regular hours to full-time hours to the nearest full percent = State
contribution.

Section 4. Coordination of Benefits. The Public Employee Benefits Board (PEBB)
may adopt any of the effect-on-benefit alternatives described in the National Association
of Insurance Commissioners (NAIC) 1985 model acts and regulations, or any subsequent
alternatives promulgated by the NAIC.

Section 5. Administration. Agencies will continue to pay employee insurance
premiums directly to the appropriate insurance carriers and remit balances either to the
employees' flex benefit account or to PEBB, as directed by PEBB.

Section 6. The State ceases to have a proprietary interest in its own contributions to the
benefit plan premium when it pays such funds to the carrier or to persons who have an
irrevocable duty to transfer such payments to the carriers when due.

(See Letters of Agreement [31.00-13-248](#) & [31.00-13-252](#) in Appendix A.)

REV: 2013, 2015, 2017, 2019, 2021,2023