

EW TA 7/15/2025 Jm  
JR NASS

[BCD ARTICLE 22]

## **HEALTH AND WELFARE INSURANCE**

### **Section 1.**

An Employer contribution will be made for each eligible employee who has at least eighty (80) paid regular hours in the month unless required by law.

### **Section 2.**

The contribution for eligible participating part-time employees with eighty (80) or more paid regular hours for 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 part-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:

- a. Part-Time Employees Electing Part-Time Insurance.

Part-Time premium rate x Employer contribution percentage (as defined in Section 3) x the ratio of paid regular hours to full-time hours to the nearest full percent = Employer 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.

The employee will pay the premium balance.

**b. Part-Time Employees Electing Full-Time Insurance.**

Full-time premium rate x Employer contribution percentage (as defined in  
Section 3) x the ratio of paid regular hours to full-time hours to the nearest  
full percent = Employer contribution.

The employee will pay the premium balance.

**Section 3. Plan Years 2025<sup>3</sup> through 2027<sup>5</sup>.**

For Plan Years ~~2023, 2024 and~~ 2025 the Employer will pay ninety-five percent (95%) and  
the employee will pay five percent (5%) of the monthly premium rate as determined by  
PEBB. For employees who enroll in a medical plan that is at least ten percent (10%)  
lower in cost than the monthly premium rate for the highest cost 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 one percent (1%).

**Section 4.**

If the Collective Bargaining Agreement provides for a COLA with an effective date of the  
second (2<sup>nd</sup>) year of a biennium and the difference in the projected increase in the PEBB  
composite rate for the following calendar year falls below three point four percent (3.4%),  
then the COLA will be moved up by one (1) full month for each month it is sufficiently  
funded by the savings.

(See LOA's: [PMAC](#))

*Similarly, revise in the following CBA articles with the bolded/underlined language:*

*CCB - Article 31*

*DLCD - Article 19*

*DSL - Article 16*

62 *SACU - Article 21*  
63 *Dentists - Article 12*  
64 *DOJ (OAJA) - Article 18*  
65 *OLCC - Article 42*  
66 *REA - Article 32*  
67 *OSH (RN) - Article 50*  
68 *OSP - Article 26*  
69 *OMD - Article 14*  
70 *OYA - Article 13*  
71 *LTCO - Article 30*  
72 *OHAP - Article 15*  
73 *DEQ - Article 40*  
74 *OEM - Article 26*  
75 *OSFM - Article 23*  
76 *OPDC - Article 25 (all 3 contracts - 2435, -01, -02)*  
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REV: 2015, 2017, 2019, 2021,2023