

Negotiations Between:
SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU) LOCAL 1991 and
PUBLIC HEALTH TRUST/JACKSON HEALTH SYSTEM
SEIU 1991 RN & Professionals Bargaining Units Proposal – October 19, 2016

ARTICLE XI - SALARIES

Section 3. Salary Increases

- A. All currently employed bargaining unit members who were hired prior to April 1, 2014, shall receive a one-time lump sum payment in the amount of two (2) percent of their base pay for total hours worked excluding overtime with the exception of scheduled overtime (i.e. 3-4 employees) during fiscal year 2013-2014. Payment shall be made in the first full pay period following ratification by the parties.
- B. First Year 2014-2015
There will be no COLA increase during the 2014-2015 fiscal year.
- C. Second Year 2015-2016
There will be no COLA increase during the 2015-2016 fiscal year.
- D. Third Year 2016-2017

~~No later than May 1, 2016, either party may reopen negotiations regarding a potential COLA increase for the 2016-2017 fiscal year.~~

1. All currently employed bargaining unit members who were hired prior to October 1, 2016 shall receive a one-time lump sum payment in the amount of two and one quarter (2.25%) percent of their base pay for total hours worked excluding overtime with the exception of scheduled overtime (i.e. 3-4 employees) during fiscal year 2015-2016. Payment shall be made in the first full pay period following ratification by the parties.
2. Beginning in the pay period inclusive of October 1, 2016, all full-time and part-time bargaining unit employees will receive a two (2) percent wage increase.
3. Beginning in the pay period inclusive of September 30, 2017, all full-time and part-time bargaining unit employees will receive a two (2) percent wage increase.

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4. The parties agree that this is a one-time, non-precedent setting agreement and acknowledge that:
- a. The intent of this agreement is to structure the payment of the PHT COLA in a manner that meets or exceeds the COLA paid to the other Miami-Dade County Bargaining Units.
 - b. The PHT agrees that neither the disbursement nor timing of any of the above referenced payments will be used in determining future COLAs or base wage increases for fiscal year 2017-2018 or beyond.



Martha Baker, RN
SEIU 1991 President

10-19-16



Michelle Kligman, MS, Psy.D
Vice President

10/19/16

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Group Insurance

- A. The parties agree that bargaining unit employees will be offered the opportunity to become members of a qualified Health Maintenance Organization and a Point of Service Plan pursuant to law and in accordance with all rules, regulations, and procedures pertaining thereto prescribed by the Employer and the qualified Health Maintenance Organization.
- B. The parties agree that bargaining unit employees will be offered the opportunity to participate pursuant to law and in accordance with all rules, regulations, and procedures pertaining thereto prescribed by the Employer and the Internal Revenue Code.
1. Copies of the 2015 plan designs and cost structures for all plans offered to eligible bargaining unit members are attached to this Agreement as an addendum, including employee premium contributions, co-pays, deductibles, RX benefits, etc. In addition to the POS and HMO plan, the PHT will continue to provide a Select Network/Managed Health Care Group Insurance Plan, and will include the Jackson First Group Insurance Plan beginning the plan year January 1, 2015.
 2. ~~For plan years 2016 and 2017, either party may reopen this Article no later than July 1st of the preceding plan year to negotiate plan design and premium contributions, including but not limited to co-pays and deductibles. No modifications to plan design or employee premium contributions shall be made absent negotiations pursuant to Chapter 447, Part II, Florida Statutes. Copies of the 2017 plan designs and cost structures for all plans offered to eligible bargaining unit members are attached to this Agreement as an addendum, including employee premium contributions, co-pays, deductibles, RX benefits, etc. In addition to the POS plan, the PHT will continue to provide a Select Network/Managed Health Care Group Insurance Plan, the Standard HMO Plan and the Jackson First Group Insurance Plan. The biweekly premium for the Select HMO Single Coverage will increase to fifteen (\$15) dollars biweekly.~~
 3. Part time employees with benefits who consistently work 30 or more hours per week, and part time employees assigned to a 3/2

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schedule that average 57 ½ hours bi-weekly, are eligible for participation in the PHT's health plans.

C. JACKSON FIRST PLAN

Eligible Jackson Health System employees will continue to be given the option of enrolling in the Jackson First health insurance plan, in addition to the current available options. This Plan is voluntary and available to any benefits-eligible employee and their dependents. There will be no co-pays and/or deductibles for services performed at Jackson facilities (except urgent care emergency care and Pharmacy Services, which would mirror the other HMO plan co-pays), or by any physician with admitting privileges at Jackson Health System. For individual employees electing the employee only option there will be no premium contribution for the term of the Agreement.

Jackson First plan participants and Select Plan participants electing to use Jackson services shall also have access to a concierge service as described in the attached addendum which includes a dedicated telephone line for scheduling appointments for Jackson Health System providers. Employees selecting the Jackson First plan shall have access to a primary care physician within 48 hours of requesting an appointment, and have access to a routine primary care physician within ten (10) days of requesting an appointment. Enrollees who request an outpatient diagnostic imaging (with valid referral) will be scheduled for the service within 5 calendar days of the request or sooner if medically necessary at the Jackson facility of the enrollee's choice. This includes diagnostic imaging including MRI, CT, mammography, colonoscopy, laboratory services, etc.

- D. The parties will create a Health Care Committee comprised of two (2) members appointed by Management and two (2) members appointed by the Union. This Committee will meet monthly (unless otherwise mutually agreed), and shall be provided any and all information necessary to monitor utilization, cost, and effectiveness of the plans. In addition, the committee will collaborate to implement programs and activities which encourage employees to improve their health and overall well-being through health and financial education, communications and activities that support healthy lifestyles with the goal of the creation of an employee wellness program and an on-site employee health clinic. The committee will work to create an emphasis on wellness from a prospective that

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promotes overall balance, awareness, and well-being so employees can thrive in work and life.

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Proposed 2017 Coverage Summary

	Plan			
	Jackson First	Select HMO	Standard HMO/POS in Network	POS Out of Network
PCP Copy	\$0	\$15	\$15	\$200 Deductible Individual/ \$500 Family
Specialist Copy	\$0	\$30	\$30	
Preventive Services	\$0	\$0	\$0	
Pediatrician	\$0	\$15	\$15	
Routine Physical	\$0	\$0	\$0	
Obstetrical/Gynecological	\$0	\$30	\$30	
Maternity	\$0	\$30	\$30	
Preventive Mammogram/Pap Smears	\$0	\$0	\$0	
Inpatient Facility Services	\$0	\$0	\$0	
Key Network Differences	Jackson Health System, University of Miami with the exception of inpatient services, outpatient surgeries, high tech imaging (MRI, CT, & PET) and chemotherapy or radiation therapy.	Network includes 27 hospitals and over 7,000 physicians. All AVMed participating providers in the Standard network with admitting privileges at one of the 27 covered hospitals are also covered in the Select HMO. Covers participants in the Tri-county area. Does not include Nicholas Children's Hospital, Cleveland Clinic, Mercy, Hialeah, Aventura and Palmetto.	Covers hospitals excluded on the Select Plan and dependents outside the network area through the PHCS network. (must complete "Away From Home" form for approval).	Provides access to any physician or accredited hospital outside of the network.
Urgent Care Copy	\$2.	\$25	\$25	\$50
ER Copy	\$0	\$0	\$0	
OP Surgery Copy	\$0	\$0	\$0	
Rx Copy*	\$0	\$0	\$0	
Specialty Rx	\$0	\$0	\$0	
Drug and Alcohol Treatment:	\$0	\$0	\$0	
Inpatient	\$0	\$15	\$15	
Outpatient	\$0	\$0	\$0	
Mental and Nervous Disorders:	\$0	\$0	\$0	
Inpatient	\$0	\$15	\$15	
Outpatient	\$0	\$0	\$0	
Durable Medical Equipment (DME)	\$50	\$50	\$50	

Out of Pocket Max:
 JHS Select/First/Standard: \$1,500/\$3,000 for medical and \$1,500/\$3,000 for Rx
 JHS POS (in network): \$1,500/\$4,500 for medical and \$1,500/\$3,000 for Rx
 JHS POS (out of network): \$1,500 per individual (no cap on dependent) and \$1,500/\$3,000 for Rx

* \$0 copays for generic medications under Jackson First Plan for employees using JHS main campus specialty pharmacy

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Healthcare Premium Comparison

Plan	Tier	2016 Biweekly Premium	2017 Proposed Biweekly Premium
Jackson First	Employee Only	-	-
	Employee + Spouse	120.00	120.00
	Employee + Child(ren)	105.00	105.00
	Family	160.00	160.00
Select HMO	Employee Only	-	15.00
	Employee + Spouse	165.99	165.99
	Employee + Child(ren)	140.93	140.93
	Family	236.11	236.11
Standard HMO	Employee Only	50.00	75.00
	Employee + Spouse	208.35	229.19
	Employee + Child(ren)	180.17	198.19
	Family	287.77	316.55
POS	Employee Only	75.00	100.00
	Employee + Spouse	344.54	378.99
	Employee + Child(ren)	285.86	314.45
	Family	595.59	655.15

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Reduced Copays at JHS Providers

	Jackson First Plan		Select Plan		Standard/ POS Plan	
	Jackson Health System/UMH Network	Jackson Providers	In Network	Jackson Providers	In Network	
PCP Copay	\$0	\$5	\$15	\$5	\$15	
Specialist Copay	\$0	\$15	\$30	\$15	\$30	
Pediatrician	\$0	\$5	\$15	\$5	\$15	
Obstetrical/Gynecological	\$0	\$15	\$30	\$15	\$30	
Maternity	\$0	\$15	\$30	\$15	\$30	
Surgical Procedure	\$0	\$50	\$100	\$50	\$100	
Inpatient Facility Services	\$0	\$0	\$0	\$100	\$200	
OP Surgery Copay	\$0	\$0	\$0	\$50	\$100	
Drug & Alcohol Outpatient	\$0	\$5	\$15	\$5	\$15	
Mental & Nervous Inpatient	\$0	\$0	\$0	\$0	\$0	
Mental & Nervous Outpatient	\$0	\$5	\$15	\$5	\$15	

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