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SECTION 62
BENEFIT PLANS

Delete the existing language in this section in its entirety and replace with the following:

A. “Health Benefit Plan” shall mean the medical PPO or HMO, prescription drug, dental, vision, and dual coverage medical plans.

B. “Prevalent PPO Primary Medical Benefit Plan” shall mean the primary medical benefit PPO plan as determined by the EUTF Board of Trustees to have the largest number of total active Employee enrollments as of December 31 of the previous fiscal year.

C. Effective July 1, 2013

Subject to the applicable provisions of Chapters 87A and 89, Hawaii Revised Statutes, the Employer shall pay monthly contributions which include the cost of the Hawaii Employer-Union Health Benefits Trust Fund (Trust Fund) administrative fees to the Trust Fund effective July 1, 2013, not to exceed the monthly contribution amounts as specified below:

1. For each Employee-Beneficiary with no dependent-beneficiaries enrolled in the following Trust Fund health benefit plans:

<u>BENEFIT PLAN</u>	<u>TOTAL MONTHLY CONTRIBUTION</u>
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1	<u>a. Medical (PPO or HMO) (medical & chiro)</u>	<u>\$208.38</u>
2		
3	<u>b. Dental</u>	<u>\$18.36</u>
4		
5	<u>c. Vision</u>	<u>\$3.62</u>
6		
7	<u>d. Dual coverage (medical, drug, chiro):</u>	
8	<u>(1)HMSA</u>	<u>\$136.94</u>
9		
10	<u>(2) Royal State</u>	<u>\$26.54</u>
11		
12	<u>e. Drug Plan</u>	<u>\$42.60</u>

13
14 The Employer shall pay the same monthly contribution for each member
15 enrolled in a self only medical plan (PPO or HMO), regardless of which
16 plan is chosen.

17
18 2. For each Employee-Beneficiary with one dependent-beneficiary
19 enrolled in the following Trust Fund health benefit plans:

21		<u>TOTAL</u>
22	<u>BENEFIT PLAN</u>	<u>MONTHLY</u>
23		<u>CONTRIBUTION</u>
24	<u>a. Medical (PPO or HMO) (medical & chiro)</u>	<u>\$505.10</u>
25		
26	<u>b. Dental</u>	<u>\$36.72</u>
27		
28	<u>c. Vision</u>	<u>\$6.68</u>
29		
30	<u>d. Dual coverage (medical, drug, chiro)</u>	
31	<u>(1)HMSA</u>	<u>\$331.64</u>

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(2) Royal State \$65.28

e. Drug Plan \$103.34

The Employer shall pay the same monthly contribution for each member enrolled in a two-party medical plan (PPO or HMO), regardless of which plan is chosen.

3. For each Employee-Beneficiary with two or more dependent-beneficiaries enrolled in the following Trust Fund health benefit plans:

<u>BENEFIT PLAN</u>	<u>TOTAL MONTHLY CONTRIBUTION</u>
<u>a. Medical (PPO or HMO) (medical & chiro)</u>	<u>\$644.28</u>
<u>b. Dental</u>	<u>\$60.36</u>
<u>c. Vision</u>	<u>\$8.76</u>
<u>d. Dual coverage (medical, drug, & chiro)</u>	
<u>(1)HMSA</u>	<u>\$423.16</u>
<u>(2) Royal State</u>	<u>\$73.76</u>
<u>e. Drug Plan</u>	<u>\$131.82</u>

The Employer shall pay the same monthly contribution for each member enrolled in a family medical plan (PPO or HMO), regardless of which plan is chosen.

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4. For each Employee-Beneficiary enrolled in the Trust Fund group life insurance plan, the Employer shall pay \$ 4.16 per month which reflects one hundred percent (100%) of the premium and administrative fee.

D. Effective July 1, 2014

Effective July 1, 2014 for plan year 2014-2015, with the exception of item D.4., which shall be the dollar amounts noted, the Employer shall pay a specific dollar amount equivalent to sixty percent (60%) of the final premium rates established by the Trust Fund Board for the respective health benefit plan, plus sixty (60%) of all administrative fees

1. The amounts paid by the Employer shall be based on the plan year 2014-2015 final monthly premium rates established by the Trust Fund for each Employee-Beneficiary with no dependent-beneficiaries enrolled in the following Trust Fund health benefit plans:

- a. Medical (PPO or HMO) (& chiro)
- b. Dental
- c. Vision
- d. Dual coverage (medical, drug, & chiro)
 - (1) HMSA
 - (2) Royal State
- e. Drug Plan

The Employer shall pay based on the Prevalent PPO primary medical benefit plan the same monthly contribution for each member enrolled in a self only medical plan (PPO or HMO), regardless of

1 which plan is chosen.

2
3 2. The amounts paid by the Employer shall be based on the plan
4 year 2014-2015 final monthly premium rates established by the
5 Trust Fund for each Employee-Beneficiary with one dependent-
6 beneficiary enrolled in the following Trust Fund health benefit
7 plans:

8 a. Medical (PPO or HMO) (& chiro)

9 b. Dental

10 c. Vision

11 d. Dual coverage (medical, drug, & chiro)

12 (1) HMSA

13 (2) Royal State

14 e. Drug Plan

15
16 The Employer shall pay based on the Prevalent PPO primary
17 medical benefit plan the same monthly contribution for each
18 member enrolled in a two-party medical plan (PPO or HMO),
19 regardless of which plan is chosen.

20
21 3. The amounts paid by the Employer shall be based on the plan year
22 2014-2015 final monthly premium rates established by the Trust
23 Fund for each Employee-Beneficiary with two or more dependent-
24 beneficiaries enrolled in the following Trust Fund health benefit
25 plans:

26 a. Medical (PPO or HMO) (& chiro)

27 b. Dental

28 c. Vision

29 d. Dual coverage (medical, drug, & chiro)

30 (1) HMSA

31 (2) Royal State

1 e. Drug Plan

2
3 The Employer shall pay based on the Prevalent PPO primary
4 medical benefit plan the same monthly contribution for each member
5 enrolled in a family medical plan (PPO or HMO), regardless of which
6 plan is chosen.

7
8 4. For each Employee-Beneficiary enrolled in the Trust Fund group life
9 insurance plan, the Employer shall pay no more than \$4.12 per month
10 which reflects one hundred percent (100%) of the monthly premium.
11 The employer shall also pay one hundred percent (100%) of all
12 administrative fees.

13
14 E. No later than three (3) weeks after the Trust Fund Board formally
15 establishes and adopts the final premium rates for Fiscal Years 2014-
16 2015, the Office of Collective Bargaining shall distribute the final
17 calculation of the Employers' monthly contribution amounts for each health
18 benefit plan.

19
20 F. Payment For Plans Eliminated Or Abolished. The Employer shall make
21 no payments for any and all premiums for any portion or part of a Trust
22 Fund health benefit plan that the Trust Fund Board eliminates or
23 abolishes.

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25 G. Rounding Employer's Monthly Contribution. Whenever the Employer's
26 monthly contribution (premium plus administrative fee) to the Trust Fund is
27 less than one hundred percent (100%) of the monthly premium amount,
28 such monthly contribution shall be rounded to the nearest cent as
29 provided below:

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31 1. When rounding to the nearest cent results in an even amount, such

1 even amount shall be the Employer's monthly contribution. For
2 example:

3 (a) \$11.397 = \$11.40 = \$11.40 (Employer's monthly contribution)

4 (b) \$11.382 = \$11.38 = \$11.38 (Employer's monthly contribution).

5
6 2. When rounding to the nearest cent results in an odd amount, round
7 to the lower even cent, and such even amount shall be the
8 Employer's monthly contribution. For example:

9 (a) \$11.392 = \$11.39 = \$11.38 (Employer's monthly contribution)

10 (b) \$11.386 = \$11.39 = \$11.38 (Employer's monthly contribution)

11
12 Employer contributions effective July 1, 2013 reflect the rounding
13 described in item G.

14
15 Employer contributions effective July 1, 2014, shall be rounded as
16 described in item G after administrative fees have been determined by
17 the Trust Fund Board.

18
19 H. This Section may be reopened to determine the Employer contributions for
20 the plan years 2015-2016 and 2016-2017 by giving written notice to the
21 other party. This Section may be reopened by either Party on or about
22 March 1, 2015, unless some other date is mutually agreed upon by the
23 Parties.

24
25 In the event the Parties reach agreement on this reopened Section, such
26 amended Section shall be effective no earlier than July 1, 2015, and shall
27 remain in effect to and including June 30, 2017.

28
29 I. If an agreement covering period(s) beginning July 1, 2015 to June 30,
30 2017 is not executed by June 30, 2015, employer contributions to the
31 Trust Fund shall be the same monthly contribution amounts paid in plan

1 year 2014-2015 for the Health Benefit Plan approved by the Trust Fund
2 including monthly administrative fees.

3

4 J. If an agreement covering periods beginning July 1, 2017 is not executed
5 by June 30, 2017, employer contributions to the Trust fund shall be the
6 same monthly contribution amounts paid in plan year 2016 -2017 for the
7 Health Benefit Plan approved by the Trust Fund including monthly
8 administrative fees.