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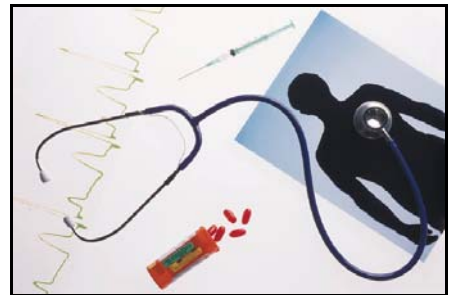
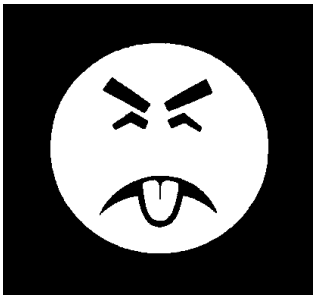
AFSCME Council 5 Locals 34 • 552 • 977 • 1719 • 1726 • 2474 • 2822 • 2864 • 2938

October 3, 2007

## COUNTY'S HEALTH INSURANCE PROPOSAL WILL MAKE YOU SICK

Our employer's long awaited proposal of September 24 would:

- Shift more health insurance costs from the county to its employees.
- Force employees to pay \$25 a month for single coverage.  
That slippery slope to paying more would affect nearly 70% of AFSCME members.
- Require employees to pay more out of pocket for prescription drugs.



Our employer is proposing a four-tier health insurance plan that would harm most AFSCME members. In fact, more employees would be uninsured as a result of this proposal. Some part-time employees would find it unaffordable. Some single employees would decline health insurance if they can't afford the \$25 monthly premium. For details, see the tables on the back.

The County's proposal would require part-time employees to work 32 hours each week in order to receive full-time health contributions. Also, new employees wouldn't get Retiree Health Insurance.

This foolish proposal is politically driven and would be more expensive for the County. The County wouldn't save much money by forcing singles to pay for health insurance or by tightening eligibility for part-time employees. And we all know that many uninsured employees would end up sick at HCMC, where the county could pay for their emergency care.

Our employer is also proposing a high deductible with a Health Reimbursement Arrangement/VEBA. The employer concedes that this plan isn't for everyone. It might be attractive to individuals who are extremely healthy or who have high medical bills. Generally, VEBA plans shift risk from the employer to a group of workers. The VEBA removes healthier workers from the larger insurance pool, which drives costs up for workers most in need of coverage. It's an extremely complex program proposed for 2009 along with the current plan. More information will follow.

# COMPARE: CURRENT VS. PROPOSED

## Two-Tier Health Insurance:

The cost to maintain the coverage and share of premiums that you have today...

INSURANCE	EMPLOYEE'S CURRENT 2007 COST	EMPLOYEE'S 2008 COST	EMPLOYER'S CURRENT 2007 COST	EMPLOYER'S 2008 COST	UNION'S 2008 & 2009 PROPOSAL
Single	\$0	\$0	\$481	\$541	<b>\$0</b>
Family	\$337	\$379 (up \$42)	\$1010	\$1136	<b>\$337</b>

## Four-Tier Health Insurance Proposed by County:

The harmful impact of shifting costs from the county to most of its workers...

INSURANCE	COUNTY PROPOSED EMPLOYEE'S 2008 COST	COUNTY PROPOSED EMPLOYER'S 2008 COST	PROPOSED % EMPLOYER PAYS IN 2008 & 2009	NUMBER OF COUNTY EMPLOYEES AFFECTED
Single	\$25 (up \$25)	\$580	95.7	6085
Employee + Spouse	\$340 (up \$3)	\$1362	75	554
Employee + Child(ren)	\$261 (down \$76)	\$1043	75	514
Family	\$379 (up \$42)	\$1215	85	1693

# LEVY VICTORY

Your activism paid off as the County Board passed a 6.98 percent levy limit for 2008. Now, the County Administrator is proposing to reduce that levy limit to 6.46 percent. But even the 6.46 percent increase is more than we've seen in years. This responsible levy means that the county can afford to give us a fair contract while maintaining the public services we provide.

## ACT NOW!



### 1) VOLUNTEER FOR YOUR UNION'S ACTION TEAM

Contact Brenda Wood at 651-398-3580 or [cbwoodfamily@charter.net](mailto:cbwoodfamily@charter.net)

### 2) VOLUNTEER FOR YOUR UNION'S STRIKE COMMITTEE

Contact Roy Elliott at [relliotthencty@yahoo.com](mailto:relliotthencty@yahoo.com)

### 3) VISIT [WWW.AFSCMEMN.ORG](http://WWW.AFSCMEMN.ORG) FOR BARGAINING UPDATES