

## Health Care Summary

The board/administration want our members on the same health care plans the rest of the university is forced to use - source: [http://www.wright.edu/administration/aaup/nego/FF/Exhibits%20A-N\(from%20admin\)\(OCR\)\(annotated\).pdf](http://www.wright.edu/administration/aaup/nego/FF/Exhibits%20A-N(from%20admin)(OCR)(annotated).pdf) (Article 26, Exhibit H).

The board/administration unilaterally canceled the PPO 90/10 option for non-bargaining unit employees, and significantly degraded their 80/20 and HDHP options. Below, we offer a comparison of our current plan to the non-union/staff plan.

### 80/20 PPO Plan

Item	AAUP Plan (single/family)#	Non-Union/Staff Plan (single/family)	Difference
Deductibles	\$250/\$500	\$800/\$1,600	<b>320% increase</b>
Out of Pocket Max	\$1,750/\$3,500	\$4,000/\$8,000	<b>229% increase</b>
Specialty Care Physician Copay	\$30	\$35	<b>16% increase</b>
30-day supply retail Rx	\$8 Tier 1 generic	\$10 Tier 1 generic	<b>25% increase</b>
30-day supply Tier 2 brand formulary	\$25	20%, max of \$50	<b>Up to 100% increase</b>

# 2017 rates continued under agreement until new contract is implemented

AAUP source: 2014-2017 Collective Bargaining Agreement for TET faculty for those in Tier 4: \$75,000-\$99,999 salary

WSU source: <http://www.wright.edu/sites/www.wright.edu/files/page/attachments/PPO8020SNBUFCoverage.pdf>

Our monthly premiums would increase significantly. See the table below for details.

### Monthly Premiums PPO 80/20

	AAUP Plan	Non-Union/Staff Plan	Difference
Employee Only	\$101	\$152	<b>50% increase</b>
Employee + 1	\$228	\$274* / \$334**	<b>20%-46% increase</b>
Employee + 2	\$326	\$456***	<b>39.8% increase</b>
Dental	Included	\$6.60 / \$11.88* \$14.52** / \$19.80***	
Vision	Included	\$1.30 / \$2.34* \$2.86** / \$3.90***	

AAUP source: 2014-2017 Collective Bargaining Agreement for TET faculty

WSU source: <http://www.wright.edu/sites/www.wright.edu/files/page/attachments/2018staffNBUFPremiums.pdf>

# 2017 rates continued under agreement until new contract is reached for those in Tier 4: \$75,000-\$99,999 salary

\* Employee plus child(ren) \*\* Employee plus spouse \*\*\* Employee plus family

### Monthly Premiums for HDHP

	AAUP Plan	Non-Union/Staff Plan	Difference
Employee Only	\$72	\$130	<b>81% increase</b>
Employee + 1	\$160	\$234* / \$286**	<b>46%-78% increase</b>
Employee + 2	\$230	\$390***	<b>70% increase</b>
Dental	Included	\$6.60 / \$11.88* \$14.52** / \$19.80***	
Vision	Included	\$1.30 / \$2.34* \$2.86** / \$3.90***	

AAUP source: 2014-2017 Collective Bargaining Agreement for TET faculty

WSU source: <http://www.wright.edu/sites/www.wright.edu/files/page/attachments/2018staffNBUFpremiums.pdf>

# 2017 rates continued under agreement until new contract is reached for those in Tier 4: \$75,000-\$99,999 salary

\* Employee plus child(ren) \*\* Employee plus spouse \*\*\* Employee plus family

Our members on the HDHP would see **decreased** contributions from the university to their Health Savings Accounts.

	AAUP Plan#	Non-Union/Staff Plan	Difference
Employee Only	\$1,000/year	\$500/year	<b>\$500/year decrease</b>
Employee + 1	\$2,000/year	\$1,000/year	<b>\$1,000/year decrease</b>
Employee and 2+	\$2,000/year	\$1,000 / year	<b>\$1,000/year decrease</b>

# 2017 rates continued under agreement until new contract is reached

The administration/board wants to reserve the right to make changes to plan coverage and rates on short notice. Simply put, the proposed changes to our healthcare are absolutely huge in terms of negative economic impact to our members. Contemplate the cumulative effect of these increased costs over 3, 5, 10, or 20 years.

**Summary – Beyond the obvious huge increases, the administration’s proposal shifts the burden to the sick and to the lowest-paid. It is clear why unilateral changes to our healthcare arrangements are not acceptable.**