

Union Meeting 10-14-14

Guest: Heather Mercer from HR to discuss the sign up process for health benefits.

Heather did the “Math” and told us that if employees want to take advantage of the 3% premium share they must go with the lowest cost plan...which for most WOU employees would be Providence Choice. Some employees may even get cash back from their payroll withheld insurance premiums depending on their personal situation.

If you choose a plan that uses up your 5%, you won't have to pay anymore of a premium than you did last year.

All employees, both classified and non classified will have the choice of the 3% option .

PEBB added new plans, the one we need to be concerned about is Moda Synergy...it's comparable to Providence Choice. The website is difficult to navigate, so please stop by Heather's office for help with seeing if you existing dr. qualifies for the Moda Synergy plan or if you will have to find a new dr. if you are switching plans.

Opt Out changes: Medical opt out refund is \$232.00. Vision and Dental are no longer included in various configurations for opting out along with Medical. You must opt out of vision and dental separately (for each plan) if that is what you want to do.

HEM has remained the same.

Open Enrollment is MANDATORY this year. Sign up at the PEBB website and your HEM website to continue to receive the contribution towards your insurance premium.

Angie reports that the last group of job classification reviews will be arriving next Monday, with a deadline of Oct. 29th to finish the process. This is a big group, so the union will have to make sure that everyone knows and has access to computers.

Mike and Angie met with the night custodians to explain the classification review process and feel confident that they know what to expect and how to fill out the response.

Valerie has helped the day custodians with the classification information.

Bargaining surveys from the union are out, WOU elects to wait until the classification reviews are done and will then push to get members to fill out their surveys. Surveys are due by Nov. 15.

Brian Caufield will be on campus Oct. 29th in an “open meeting” to discuss the new boards that are now going to run each campus. The union has heard that Brian seems to want to discuss bargaining issues as well, which is not appropriate, so each campus will have a bargaining rep. on hand at the meeting to stop such conversations from starting.

Bargaining outside of the agreed upon process is forbidden by our contract.

There is a union leaders' meeting tomorrow at noon. Please plan to attend, there is lots to discuss.

Melissa is back from maternity leave and will again be our OPEU rep.