

**Sidebar Agreement on
Health Insurance Between
Sullivan County and AFSCME Council 93**

Union and Management hereby agree that effective July 1, 2014, and to coincide with the duration of the yet-to-be-finalized bargaining agreement (hereinafter "new bargaining agreement") to replace the agreement that expires on June 30, 2014 (or upon execution of a replacement sidebar agreement), the following changes to Article XVI of the current contract shall be in effect with respect to insurance for bargaining unit members. It is the intent of the parties that upon conclusion of negotiations, this sidebar agreement will be incorporated into the new bargaining agreement. Nothing in this sidebar agreement shall preclude either party from negotiating with respect to terms of the anticipated new bargaining agreement that would be or arguably would be related to healthcare.

(HEALTH INSURANCE)

1. After forty-five days of continuous employment at thirty-two (32) or more hours per week which is determined by the employer, any employee may receive ~~heath~~health insurance plus major medical coverage as a member of the Sullivan County Group ~~Heath~~Health Insurance Plan which will be effective on the first day of the month after completion of the eligibility for the benefit.
2. Effective July 1, ~~2011-2014~~ the Sullivan County Group ~~Heath~~Health Insurance Plan is intended to be ~~Primex-3 Health HMO Low-15 (K9) Plan~~ Healthtrust (Anthem/Matthew Thornton) MTBSOS25/50IPDED or a substantially comparative plan as noted under Employer's Option.
3. ~~Effective July 1, 2011 the employee may, if qualifying, elect either a single person plan, a two (2) person plan, or a family plan. The Employer shall pay eighty~~

~~percent (80%) of the cost of the premium for the plan elected by the employee and the employee shall pay twenty (20%) of the cost of the plan elected by the employee. This payment schedule shall remain in effect until June 30, 2012.~~

4. Effective July 1, 2012-2014 the employee may, if qualifying, elect either a single person plan, a two (2) person plan, or a family plan. The Employer shall pay seventy-five percent (75%) of the cost of the premium for the plan elected by the employee and the employee shall pay twenty-five (25%) of the cost of the plan elected by the employee.
5. The Employer shall contribute to the deductible of the Health Insurance Plan as follows: the Employer shall pay the employee's share of the deductible above \$500 for each individual, \$1000 per couple (or two-person plan) and \$1500 per family. Employer shall fund a Health Reimbursement Account (HRA) sufficiently to cover the employee's deductible, which HRA shall be managed by a third-party administrator (TPA) hired by the Employer.
5. Payroll deductions for health insurance as provided for this agreement shall commence forthwith upon this agreement becoming effective. All fiscal year rate adjustments for all future years will begin on the first payroll in June.
6. The Employer agrees to hold an open enrollment for health insurance during the month of May each year.
7. Upon proof of coverage from another source, an eligible employee who elects not to be covered by the Health Insurance Plan shall receive an additional two hundred (\$200.00) dollars per month to be paid in the first payroll of the month for that month. A qualified employee who wishes to join, or re-join, the Health Insurance Plan during the contract year may only do so with a qualifying event as defined by the insurance carrier. As used

above the term "another source" shall not include coverage paid in any part by Sullivan County under this Agreement or otherwise.

Agreed upon this 9th day of May, 2014

AFSCME Local 3438 Council 93

By: [Signature]

Its: PRESIDENT

Sullivan County

By: [Signature]

Its: Attorney, Hon. [Signature]

Accepted this 19th day of May, 2014

Sullivan County Board of Commissioners

[Signature]
Jeffrey Barrette, Chair

[Signature]
Bennie Nelson, Vice Chair

[Signature]
Ethel Jarvis, Clerk

