



## No Contract Settlement? 2018 Health Benefits Open Enrollment

**H**ealth Benefits Open Enrollment for the 2018 plan year (January 1, 2018 - December 31, 2018) is slated to start on October 23, 2017 and run through November 13, 2017. The District has started to hold informational meetings at the District office and the CUEA office in the month of October. (see below)

Currently, the contract between CUEA and CUSD is not settled. The third session between the parties and a state appointed mediator is scheduled for October 17. Unless a settlement occurs on or near that date, you

may not have information regarding what the negotiated 2018 Health Benefits employee out-of-pocket amounts will be prior to the end of Open Enrollment. Open Enrollment packets currently reflect the 2016 health benefit caps.

The examples below look at the 2018 Health Benefits yearly employee costs with no settlement, with CUEA's last proposal, and with CUSD's last proposal. The employee costs below are listed as a yearly amount. This yearly health benefit amount is then paid on a tenthly basis.

### NO SETTLEMENT - 2018 Health Benefit Yearly Employee Costs Using the 2016 Cap

	Kaiser	UHC HMO Tier 1	UHC PPO
Employee	\$816.00	\$2,580.00	\$7,392.60
Employee + 1	\$1,656.00	\$5,184.00	\$15,402.00
Employee + 2 or more	\$2,316.00	\$7,320.00	\$21,965.30

### CUEA's LAST PROPOSAL - 2018 Health Benefit Yearly Employee Costs

	Kaiser	UHC HMO Tier 1	UHC PPO
Employee	\$302.00	\$780.00	\$5,486.00
Employee + 1	\$619.00	\$1,590.00	\$11,376.00
Employee + 2 or more	\$874.00	\$2,252.00	\$16,195.00

### CUSD's LAST PROPOSAL - 2018 Health Benefits Yearly Employee Costs

	Kaiser	UHC HMO Tier 1	UHC PPO
Employee	\$492.00	\$2,256.00	\$7,373.00
Employee + 1	\$1,020.00	\$4,548.00	\$15,402.00
Employee + 2 or more	\$1,392.00	\$6,444.00	\$21,966.00

### District Open Enrollment Meetings:

**October 10 & 19 - 4:30pm @ District Office**

**October 12 - 4:30pm @ CUEA Office**