Vermont-NEA Health Commission Proposal

- Creation of an **independent commission** to formulate and administer health insurance benefits for all public school employees. To ensure fair representation, foster collaboration, and build a broad-based labor management alliance dedicated to improving the health of school employees and lowering costs, the commission will be comprised of an **equal** number of members appointed by both the teachers 'union and by the governor.
- The commission will design and administer a **single** insurance plan for **all** public school employees, ensuring **fairness** and **equity** across school districts statewide.
- The commission will set premium and out-of-pocket costs that will apply to **all** school districts, making the **same benefit** available to **all employees** regardless of school district.
- With this proposal, local school districts and unions will no longer bargain over health insurance; however, all other parts of **collective bargaining** will remain unaffected by this commission.
- This proposal will ensure that health insurance benefits and cost sharing are developed with the equal input of **labor** and **management**, in a way that a statewide bargaining scheme will not.
- The proposal satisfies the concerns raised by the VSBA and VSA during the deliberations of the Act 85 Commission, namely the desire for **one plan** available **to all employees** in **every school district**.
- This proposal calls for structuring out-of-pocket costs for school employees based on **income sensitivity** and strives to ensure **equal access** for **all** with a uniform insurance plan that address **affordability**.
- A health care reform council will be an integral part of the commission to examine and implement systemic strategies to **improve** the quality and coordination of health care for **all** Vermont school employees, expand **affordable** access to care, **reduce** the overall cost of health insurance, and make health outcomes for Vermont school employees **better**.