

SECTION V: Increases in Other Contractual Economic Items or Newly Added Economic Items*

SEE MOA ATTACHED

19	Item Description	Base Year Cost (\$)	Year 1 Increase (\$)	Year 2 Increase (\$)	Year 3 Increase (\$)	Year 4 Increase (\$)	Year 5 Increase (\$)
20	Totals(\$):						

*If contract duration is longer than five years, please add an additional page.

SECTION VI: Medical Costs

SEE MOA ATTACHED

		Base Year	Year 1
21	Health Plan Cost	\$	\$
22	Prescription Plan Cost	\$	\$
23	Dental Plan Cost	\$	\$
24	Vision Plan Cost	\$	\$
25	Total Cost of Insurance	\$	\$
26	Employee Insurance Contributions	\$	\$
27	Employee Contributions as % of Total Insurance Cost	%	%

Section VI: Medical Costs (continued)

SEE MOA ATTACHED

28 Identify any insurance changes that were included in this CNA.

SECTION VII: Certification and Signature

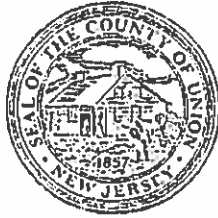
29 The undersigned certifies that the foregoing figures are true:

Print Name: MARK TRAUM
Position/Title: LABOR RELATIONS COORDINATOR
Signature: *Mark Traum*
Date: May 25, 2018

Send this completed and signed form along with an electronic copy of the contract and the signed certification form to: contracts@perc.state.nj.us

NJ Public Employment Relations Commission
Conciliation and Arbitration
PO Box 429
Trenton, NJ 08625
Phone: 609-292-9898

Revised 8/2016



UNION COUNTY BOARD OF CHOSEN FREEHOLDERS

RESOLUTION: 2017-764
 SEPTEMBER 14, 2017
 CHAIRMAN BRUCE H. BERGEN

WHEREAS, the County of Union engaged in collective bargaining negotiations with CWA Local 1080, effective July 1, 2016 through June 30, 2020; and

WHEREAS, the County of Union and the negotiating committee for CWA Local 1080, reached a tentative agreement on July 26, 2017 and the union ratified same on August 10, 2017. Representatives of the Bargaining Committee, and the County agree to recommend, without reservation, the approval of same; and

WHEREAS, the County of Union now desires to confirm the understandings in a Memorandum of Agreement with the union, which is attached hereto and made a part hereof:

NOW, THEREFORE, BE IT RESOLVED by the Board of Chosen Freeholders of the County of Union that it hereby authorizes the County Manager to sign any and all documents necessary to enter into a Memorandum of Agreement with CWA Local 1080.

Sufficiency of Funds Authorized ; Subject to Inclusion in the 2018 to 2020 Budgets:

Approved as to Form:
 Certifying as to an Original Resolution:
 Certified as to a True Copy:

[Handwritten signatures]

✓ Vote Record - Resolution RES-2017-763		Yes/Aye	No/Nay	Abstain	Absent
<input checked="" type="checkbox"/> Adopted	Bruce H. Bergen	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Adopted as Amended	Angel G. Estrada	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Defeated	Sergio Granados	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Tabled	Christopher Hudak	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Withdrawn	Bette Jane Kowalski	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Alexander Mirabella	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Vernell Wright	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Linda Carter	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Mohamed S. Jalloh	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>



COUNTY OF UNION

DEPARTMENT OF ADMINISTRATIVE SERVICES

Michael Yuska, Director

**To: Alfred J Faella,
County Manager**

**BOARD OF
CHOSEN FREEHOLDERS**

BRUCE H. BERGEN
Chairman

SERGIO GRANADOS
Vice Chairman

LINDA CARTER

ANGEL G. ESTRADA

CHRISTOPHER HUDAK

MOHAMED S. JAMILLOH

BETTE JANE KOWALSKI

ALEXANDER MIRABELLA

VERNELL WRIGHT

ALFRED J. FAELLA
County Manager

AMY C. WAGNER
Deputy County Manager

ROBERT E. BARRY, ESQ.
County Counsel

JAMES E. PELLETTIERE
Clerk of the Board

CLAUDIA Y. MARTINS
*Director of Personnel
Management & Labor
Relations*

**From: Michael Yuska
Director, Department of Administrative Services**

Date: August 29, 2017

**Re: CWA Local 1080
Collective Bargaining Agreement
July 1, 2016 through June 30, 2020**

Please be advised that a tentative agreement (attached) was reached with CWA Local 1080 on July 26, 2017 and the union membership ratified on August 10, 2017. Please place a Resolution authorizing this agreement on the Freeholder Agenda for September 7, 2017.

Thank you.



Michael Yuska, Director,
Department Administrative Services

**Cc: Claudia Martins, Deputy Director, Division of Personnel
James Pellettiere, Clerk of the Board
Robert E. Barry, County Counsel
Bibi Taylor, Director, Department of Finance
Frank Guzzo, Director Department of Human Services
Charles Gillon, Director, Division of Social Services
Michelle Miller, Sr. Personnel Assistant
Kathryn Hatfield, Esq., Weiner Law Group LLP
Julia Barocas, Staff Representative, CWA Local 1080**

DIVISION OF PERSONNEL MANAGEMENT AND LABOR RELATIONS

Elizabethtown Plaza

Elizabeth, NJ 07207

Administration Building

(908)527-4160

fax (908)558-2566

www.ucnj.org

We're Connected to You!

MEMORANDUM OF AGREEMENT

CWA LOCAL 1080 & COUNTY OF UNION

The County and CWA Local 1080 engaged in collective bargaining for a new Labor Agreement between the parties to replace the current Agreement which expired on June 30, 2016. The County and CWA Local 1080 have reached a tentative agreement which the parties now desire to confirm in this Memorandum of Agreement.

The tentative Agreement has been ratified by the membership of CWA Local 1080 and is now subject to the approval of the Union County Board of Chosen Freeholders. The Bargaining Committee of CWA Local 1080 agrees to recommend, without reservation, the approval of the tentative Agreement to the membership of the Union. The representatives of the County agree to recommend, without reservation, the approval of the tentative Agreement to the Union County Board of Chosen Freeholders.

Therefore, the County and CWA Local 1080 agree to the attached nine (9) pages of modifications to the Collective Bargaining Agreement. The parties by their signatures set forth below signify their agreement as to the terms set forth in this Memorandum of Agreement.

August 10, 2017

Date

Memorandum of Agreement 1/2

TA 7/26/2017

Union County and CWA

1. Term of Agreement

7/1/2016 to 6/30/2020

2. Water - Article 20, add to section 2

In any facility where there is no water fountain that provides independently tested + found to be potable, water will be provided.

3. Article 10 - Transfers Between Worksites Replace with 12/2/2016 Counter:

Transfers of employees may be made to improve or maintain operational effectiveness at the discretion of mgmt, with maximum possible notice but no less than two weeks. Where such reassignments are not mutually agreed to, reassignments will be made in inverse order of seniority, if all qualifications are equal.

Transfers shall not be used as disciplinary action or as retaliation for protected activity.

Transfers may be made for other reasons, such as a non-disciplinary response to a harassment complaint or at the request of an employee.

4. Confidentiality

Seven confidentially are being moved to the CWA bargaining unit.

5. Social Caseworker Salary Range 16 is being added to the CWA Bargaining Unit.

6. Supervising/Lead Clericals will have their own Shop Steward

7. TDI - The TDI benefit that is currently \$275 a week shall be increased to \$500 a week. The employer shall pay the cost of the increased benefit

8. Wages

7/1/2016	2%	across the board
7/1/2017	2%	across the board
7/1/2018	2%	across the board
7/1/2019	2%	across the board

All increments shall be paid

Side Letter on Parking: The County has leased an additional 26 spaces on Pine St.

9. ALL attached TA'd articles

This Agreement is subject to the Ratification of the Union Membership and the Union County Freeholder Board.



Allorence 7/26/2016
Allorence 7/26/17
7/26/17

Renumbered to all Clerical Supervisors

7. Clerical Upgrades

~~Clerk 2~~ Clerk 2 @

Range 9 moved to 12A

Clerk 3 @

Range 10 moved to Range 11

Supervising Clerk Transcriber

Supervising Act Clerks and Key Accounting Clerk 4 @

currently in 16 should all be moved to 17.

7/26/17 Kathy

Clerical Upgrades

on 11/24
 11/24
 11/24

Clerk 2 currently at Range 9 should be moved to 12A (the same as Keyboarding Clerk 2)

Clerk 3 currently at Range 10 should be moved to Range 11 (the same as Keyboarding Clerk 3)

Supervising Clerk Transcriber, Supervising Account Clerk, and Keyboarding Clerk 4 are currently at 16B should all be moved to 17 (the same as Supervising Data Control Clerk)

Supervising Clerk 4 and Supervising Receptionist currently at range 16B should be moved to 17

[Handwritten signature]

Confidentials Move to CWA Bangor Unit

Maria Brito	*Keyboard Operator / Personnel Aide	Range 16
Barbara Walsh	"	"
Yvonne Regal	Bilingual Sect Asst	Range 16
Lilly Riviera	"	Range 16
Robin McPaul	Personnel Asst	Range 19
Amelia McClain	Admin Sect	Range 19
Barbara Kurinski	Admin Sect	Range 19

*This is a newly created promotional title that is only used for staff assigned to the Personnel Unit. Newly hired staff assigned to the Personnel Unit will be hired in the title of Keyboarding Clerk 1 (Range 8A). All employees assigned to the Personnel Unit holding the position of Keyboarding Clerk 1 who have completed at least five (5) years of service and have at least one year of permanent Civil Service status and satisfactory performance, will be promoted to the position of Keyboarding Clerk 1/Personnel Aide (Range 16).

Supervising/Lead Clericals will have their own shop steward.

For CWA *[Signature]* 12/12/2016
 For Union *[Signature]* 12/12/16

Term of Agreement

7/1/2016 to 6/30/2020

FOR CWA	Alfredo	7/26/2017
	Alfredo	7/26/17
	Alfredo	7/26/17

For the County ~~Alfredo~~

Counter 10/26/2016

Water

In any facility where there is not a water fountain that provides water that has been independently tested and found to be clean and potable, water coolers will be provided.

FOR CWA ~~g~~ 1/18/2016
~~MAHONO~~

FOR Union City Chadwick

Kevin Usher

12/12/2016
Gene Walker 12/12/16
Keith Wright 12/12/16
Chris J. Smith

Counter 10/26/2016

Transfers Between Worksites

Transfers of employees may be made to improve or maintain operational effectiveness at the discretion of management, with maximum possible notice but no less than two weeks. Where such reassignments are not mutually agreed to, reassignments will be made in inverse order of seniority, if all qualifications are equal.

Transfers shall not be used as disciplinary action or as retaliation for protected activity.

Transfers may be made for other reasons, such as non disciplinary response to a harassment complaint or at the request of an employee.

~~Where an employee does not agree with a transfer, the transfer may be grieved through Step 2 of the grievance procedure.~~

TDI Benefit

Increase TDI benefit
to \$500 weekly as of 9/1/2017
Employer will assume all
increased costs.

Wages

7/1/2016	2%
7/1/2017	2%
7/1/2017	2%
7/1/2017	2%

All increments will
also be paid.

For the Union:

Approved	7/26/2017
Approved	7/26/17
at —	7/26/17

For the County:

[Signature]

PARKING SIDE LETTER

The County has negotiated
an Agreement for additional
parking space on Prince
Street. [Twenty-six spaces]

FOR CWA: ~~Matthew~~ 7/26/2017
Matthew


FOR UNION COUNTY: ~~Matthew~~

Amendment to Clerical Upgrades

CWA bargaining shall include the Social Caseworker at a Range 16.

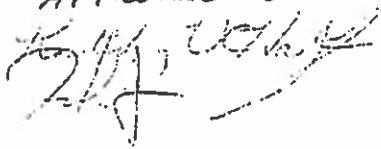
7/26/2017

For CWA:


M Alvaro

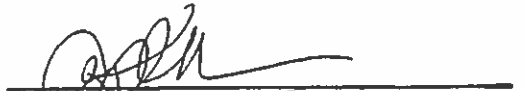
APPROVED AS TO FORM:

For the County:

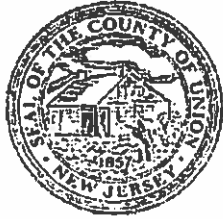




MICHAEL JUSKA
DIRECTOR, ADMINISTRATIVE SERVICES


ALFRED FAELLA
COUNTY MANAGER

SEPTEMBER 1, 2017
DATE



UNION COUNTY BOARD OF CHOSEN FREEHOLDERS

RESOLUTION: 2015-696

AUGUST 20, 2015

CHAIRMAN MOHAMED S. JALLOH

WHEREAS, the County of Union engaged in collective bargaining negotiations with CWA-Local 1080, for a new Labor Agreement between the parties effective July 1, 2013 through June 30, 2016; and

WHEREAS, the County of Union and the negotiating committee for the CWA-Local 1080, reached a tentative agreement on July 21, 2015 and the CWA membership ratified on July 28, 2015; and

WHEREAS, the County of Union now desires to confirm the understandings in the Memorandum of Agreement with the union which is attached hereto and made a part hereof:


NOW, THEREFORE, BE IT RESOLVED by the Board of Chosen Freeholders of the County of Union that it hereby authorizes the County Manager to sign any and all documents necessary to enter into a Memorandum of Agreement with CWA-Local 1080.

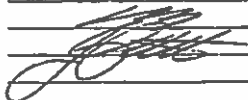
Sufficiency of Funds Authorized ; Subject to Inclusion in the 2016 Budget:

Approved as to Form:

Certifying as to an Original Resolution:

Certified as to a True Copy:





✓ Vote Recorded Resolution RES-2015-696		Yes/Aye	No/Nay	Abstain	Absent
	Bruce H. Bergen	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Angel G. Estrada	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Sergio Granados	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Christopher Hudak	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Bette Jane Kowalski	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Alexander Mirabella	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Vernell Wright	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Linda Carter	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Mohamed S. Jalloh	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2015-696

MEMORANDUM OF AGREEMENT

CWA – LOCAL 1080

&

COUNTY OF UNION

The County and CWA Local 1080 engaged in collective bargaining for a new Labor Agreement between the parties to replace the current Agreement which expired on June 30, 2013. The County and the CWA Local 1080 have reached a tentative agreement which the parties now desire to confirm in this Memorandum of Agreement.

The tentative Agreement has been ratified by the membership of CWA Local 1080 and is now subject to the approval of the Union County Board of Chosen Freeholders. The Bargaining Committee of CWA Local 1080 agree to recommend, without reservation, the approval of the tentative Agreement to the membership of the Union. The representatives of the County agree to recommend, without reservation, the approval of the tentative Agreement to the Union County Board of Chosen Freeholders.

Therefore, the County and CWA Local 1080 agree to the attached Four (4) pages of modifications including Appendix A, B, & C as a part of the tentative agreement to the Collective Bargaining Agreement. The parties by their signatures set forth below signify their agreement as to the terms set forth in this Memorandum of Agreement

July 28, 2015
Date

7/21/2015 Tentative Agreement

Attachment and Modification of April 5, 2015 Memorandum of Agreement signed by the County and the Communications Workers of America, AFL-CIO. Except as herein modified, the terms and conditions set forth in the 2009 through 2013 Collective Bargaining Agreement and the Memorandum of Agreement signed April 5, 2015 between the County and CWA shall remain in full force and effect. The April 5 Memorandum of Agreement is attached as Appendix A.

7. Article 19 Benefits

Re-opener - Replaced with new Section 5

A. The parties have agreed to the following additional plans and plan design changes.

The County will offer a new lower cost EPO and a High Deductible Plan which shall be available to all eligible employees. The Plan Designs are attached as Appendix B.

- B. The current Direct Access Plans will continue in effect and all current employees shall have the right to change plans at the enrollment period, however, employees hired after the settlement of this agreement shall only be permitted to choose between the new EPO and the new High Deductible plan until the enrollment period that takes place after at least 24 months. If a new employee suffers a catastrophic illness, before the 24 month period, that cannot be covered under the new plans, s/he will be permitted to switch to one of the Direct Access plans under a hardship exception.
- C. Any EPO participant who goes to an in network hospital or outpatient medical facility, shall not be balanced billed if a doctor in the in network facility is not an in network doctor, so long as the service being rendered is an eligible service under the EPO contract.
- D. Emergency Room Services are covered at 100% minus the applicable emergency room copay of \$100. If a member is admitted through the emergency room within 24 hours, the copay is waived. If a member encounters a nonparticipating provider while utilizing the services in the emergency room such as an Emergency Room Doctor, Radiologist, Anesthesiologist, a Pathologist, or an on call Specialist, the services will be covered without the member being balanced billed
- E. The EPO benefit plan will offer the membership the equal Direct Access Network both in and out of state that members currently are provided. All covered facilities and providers that participate with the Direct Access Program will also participate with the EPO program.
- F. Copays shall be as follows:
 - a. Emergency Room \$100
 - b. Primary Care Physicians \$20 – including General Practitioners, Family Practice Doctors, Pediatricians, OBGYN (well care only) and General Internists.
 - c. Specialists - \$40
- G. Bariatric surgery will be covered in the EPO plan.

- H. The County will reimburse up to \$1000 of the individual deductible and up to \$2000 of the family deductible in the "My HSA" High Deductible Plan
- I. Union County is providing self-insured plans. The utilization and experience for all the plans shall be combined when the rate renewal is calculated.
- J. The July 1, 2015 rates for all plans is attached as Appendix C.
- K. The County and CWA agree to create a joint labor/management committee to propose healthcare delivery and utilization changes for future agreements that are designed to both save money and provide better care and incentivize healthy and good healthcare consumer conduct. Participants in the committee shall include 3 members of Local 1080 appointed by the Local President, a representative of the CWA National Union and 4 Management Representatives selected by the County. The committee shall meet no fewer than twice a year, shall have access to utilization and cost data to review, and shall issue a report making recommendations prior to Contract expiration.

9. Article 21: Salaries

- A. On January 1, 2016 all active employees shall receive a bonus of \$500.
- B. Each unit member at top step of the salary guide shall receive the following compensation which will be retroactively added to base salary for all employees actively employed by the County at the time this agreement is ratified:

Effective: 7/1/13: - \$1200

Effective: 7/1/14- \$1200

Effective:7/1/2015 - \$1200

The Range and Step Guide will be changed to reflect the increases in base pay at the top step.

- C. All other employees shall receive their step increments during the contract duration.

D. Section 5 Payroll

The county shall move to a bi-monthly pay schedule beginning in 2016. In order to transition to that schedule employees will be paid in January and February 2016 on the following dates:

January 1, 2016 – employees eligible for back pay under the 2009 Mastriani award shall receive 1 week's pay of the two week award.

January 6, 2016 – All employees will receive the 1st January pay.

January 25, 2016 – All employees will receive the 2nd January pay.

February 10, 2016 – All employees will receive the 1st February pay.

February 29, 2016 – All employees will receive the 2nd February pay.

Summary of Tentative Agreement

A. April 5 Memorandum of Agreement

Term: July 1, 2013 through June 30, 2016.

Recognition: Add Clerk , Keyboarding Clerk, Clerk Steno title series and Data Processing Programmer, and Work Program Specialist (Range 16)

Union rights – Modify and clarify use of union leave, limiting Executive Committee to 30 days leave with pay per contract year.

Discipline – Add progressivity and confidentiality to discipline cause.

Personal and Religious leave – Provide that one day of personal and religious days where day cannot be denied without significant impact to operation of County.

Article 19: Benefits –

Section 1: Out of Network Benefit deductible: \$500 individual/\$1000 all others
Out of Network Reimbursement Rate: 150% of the CMS (Medicare) rate.

Section 2: Prescription

Retail Generic (30 days) \$5.00
Retail Preferred (30 days) \$25
Retail Non Preferred (30 days) \$50
Mail order Generic (90 days) \$5.00
Mail Order Preferred (90 days) \$30
Mail Order Non Preferred (90 days) \$60

Section 4 Health Benefit buy out includes both health and prescription.

Re-Opener – Parties agreed to a reopener on healthcare. That reopener will be addressed in detail in the 7/21/2015 Tentative agreement section of this document

Article 21: Salaries

Salaries – Updated in the Tentative Agreement Section of this document

Payroll – Updated in the Tentative Agreement section of this document

Article 31: Workplace Violence – Delete as redundant

Exhibits: Add Emergency Closing Policy and Cancer Screening as Exhibits A and B

Thereafter employees will be paid on the 15th and 30th of each month (or 28th or 29th during the month of February).

January 15, 2017 – employees eligible for back pay under the 2009 Mastriani award shall receive the 2nd week's pay of the two week award.

If an employee separates from service during January or February 2016, i.e., prior to full transition to bi-monthly pay, a calculation will be made of days worked vs. pay provided to determine if any money is owed.

If an employee eligible for the 2009 Mastriani award separates from services prior to January 15, 2017, they will receive the full amount of the award owed upon separation.

For CWA:

For the County:

<u>Detty Rosecki</u> 7/21/15	<u>Kathryn O'Connell</u> 7/21/15
<u>Denise Wilder</u> 7/21/15	<u>Christina J. Smith</u>
<u>Martha Iluonokhalumbe</u> 7/21/15	<u>[Signature]</u> 8/5/15
<u>Lolita Slater</u> 7/21/15	<u>[Signature]</u> 8/5/15
<u>Yonke J. Mangin</u> 7/21/15	<u>[Signature]</u>

7/21/2015

Union County and CWA Tentative Agreement

Appendix A

Appendix A
7/21/2015

MEMORANDUM OF AGREEMENT

Agreement made this ___ day of April 2015, by and between the County of Union (herein the "County") and Communications Workers of America, AFL-CIO, Local 1080 (herein "CWA").

WHEREAS, the County and CWA are parties to a collective negotiations agreement ("CNA") covering the period July 1, 2009 through June 30, 2013; and

WHEREAS, the County and CWA have been engaged in good faith collective negotiations for the purpose of reaching agreement on terms and conditions of employment for a successor CNA; and

WHEREAS, the County and CWA have reached agreement on new terms and conditions subject to ratification by the membership of CWA and approval by the Freeholders of the County; and

WHEREAS, the negotiating committees for the County and CWA unanimously agree to recommend this agreement for ratification and approval;

NOW, THEREFORE, in consideration of the mutual covenants, promises, and undertakings herein set forth the parties agree as follows:

1. Except as herein modified, the terms and conditions set forth in the 2009 through 2013 CNA between the County and CWA shall remain in full force and effect.
2. Term
July 1, 2013 through June 30, 2016
3. Article 1: Recognition

The parties agree to add the following titles to the Recognition Clause:

Clerk: Clerk 1, 2, 3 & 4; Keyboarding Clerk: Keyboarding Clerk 1, 2, 3 & 4;
Clerk Stenographer: Clerk Stenographer 1, 2, 3 & 4; Data Processing
Programmer; Work Program Specialist (shall be Range 16)

4. Article 3: Union Rights

Section 4: Modify as follows:

Officers or delegates of the local Union, upon one (1) week advance written notice and with the approval of the Director, Division of Social Services, will be allowed by the Employer to take a leave with pay to participate in union conferences, conventions and to conduct other Union Business. Members approved by the Executive Committee will be allowed to take a total not to exceed thirty (30) days of leave with pay per contract year. Executive Committee members shall receive fifteen (15) additional paid union days.

Section 5: Modify as follows:

Officers or delegates of the local Union, upon one (1) week advance written notice and with the approval of the Director, Division of Social Services, will be allowed by the Employer to take a leave without pay to participate in union conferences, conventions and to conduct other Union Business. Members approved by the Executive Committee will be allowed to take a total not to exceed thirty-five (35) days of leave without pay per contract year. Executive Committee members shall receive fifteen (15) additional unpaid union days.

5. Article 7: Discipline for Cause

Add the following: "Discipline shall be progressive in nature, corrective in intent and imposed in private. Management recognizes the need for confidentiality in personnel matters and agrees to adhere to confidentiality regarding any disciplinary actions."

6. Article 13: Personal Business and Religious Leave

Section 6: Add the following:

"Employees who are entitled to a personal day benefit shall be entitled to one preemptory use of any given personal day per year. This single preemptory Personal Day shall not be denied or subjected to restrictions except where granting the Personal Day would result in a significant impact to an operational justification by the County."

7. Article 19: Benefits

Section 1. Modify as follows

Out of Network Benefit
\$500 Single/\$1,000 All Others

Out of Network Reimbursement Benefit*
150% of CMS (Medicare)

*Explanation: HIAA (Health Insurance Teamsters of America) utilizes 170 major contributors in 50 states to create the average cost for services rendered by Facilities and Professional Providers. As the formula relies on average costs to make a payment, providers have had success in increasing the average cost by billing higher fees. This increases plan costs. On the other hand, moving to a percentage of Medicare allows for no such fee inflation. Medicare, as the largest carrier in the United States, applies set fees based on geographical location without reliance on provider charges.

Section 2: Prescription Plan. Modify as follows

	New Co-Pay
Retail Generic (30 day supply)	\$5.00
Retail Preferred Brand (30 day supply)	\$25.00
Retail Non-Preferred (30 day supply)	\$50.00
Mail Order Generic (90 day supply)	\$5.00
Mail Order Preferred Brand (90 day supply)	\$30.00
Mail Order Non-Preferred (90 day supply)	\$60.00

Section 4. Health Benefit Buy Out.

Amend to clarify that it applies to health and prescription coverage.

Re-Opener: The parties agree to re-open negotiations limited to the issue of medical benefits when further information is available to the County relating to the new health benefit plan options the County will introduce as presented at the mediation session on February 27, 2015.

8. Article 20: Health and Safety

Delete Sections 5 and 6.

9. Article 21: Salaries

Section 1.

Each unit member at top step of the salary guide shall receive the following compensation which will not be added to base salary:

Effective 7/1/13	-	\$1200 (retroactive) ..
Effective 7/1/14	-	\$1200 (retroactive)
Effective 7/1/15	-	\$1200

All other employees shall receive their step increments during the contract duration.

Retroactivity: Employees actively employed by the County at the time this MOA is ratified by the parties shall be entitled to retroactive payments.

Section 5. Payroll

In the event the County determines to change the pay schedule to a bi-monthly schedule, CWA agrees that it will accept the change without dispute. Bi-monthly pay shall be implemented as follows: Employees hired prior to January 1, 2010 shall receive five (5) days pay at the employees 2009 rate and in accordance with Arbitrator Mastriani's March 19, 2014 Award on January 1, 2016. Thereafter, those employees shall receive their bi-monthly pay on the 15th and 30th of each month beginning on January 15th. These employees shall receive an additional five (5) days pay at their 2009 rate and in accordance with Arbitrator Mastriani's Award on January 15, 2017. Any employee hired prior to January 1, 2010 who separates from employment prior to January 1, 2016 or January 15, 2017 shall receive the five or ten days owed at the time of separation. Employees hired after January 1, 2010, shall receive one-half of their January 15, 2016 bi-monthly pay on January 1, 2016 and the second half on January 15, 2016. These employees shall receive the full amount of their bi-monthly pay on January 30, 2016 and then going forward on the 15th and 30th of each month thereafter.

In the event the County implements mandatory direct deposit in 2015 or during the term of this Agreement, CWA agrees that it will accept this change without dispute.

10. Article 31: Workplace Violence

Delete as redundant.

11. Exhibits: Add the Emergency Closing Policy as Exhibit A and the Cancer Screening Frecholder Resolution as Exhibit B.

WHEREFORE, THE PARTIES HERETO SET THEIR HANDS THIS _____

DAY OF APRIL __, 2015

FOR CWA

FOR THE UNION COUNTY

GAIL MASON-MASSEY
REPRESENTATIVE

ALFRED FAELLA
COUNTY MANAGER

RENEE WILDER
PRESIDENT

NORMAN ALBERT, ESQ.
DIRECTOR, ADMINISTRATIVE
SERVICES

7/21/2015

Union County and CWA Tentative Agreement

Appendix B

Appendix B
7/21/2015



Advantage EPO DESIGN 1 County of Union

Benefit	In-Network Benefits Only (Includes Bluecard network)
Benefit Period	Calendar year
Deductible	
Individual	None
Family	None
Coinsurance	100%
Maximum Out of Pocket	
Individual	\$2,000
Family	\$4,000
Maximum Out of Pocket is Calendar year. The deductible, coinsurance and copayments apply to the Maximum Out of Pocket.	
Benefit Period Maximum	Unlimited
Lifetime Maximum	Unlimited
Primary Care Physician Selection	Not Required
Doctor's Office Visits	
Primary Care Office Visit	100% after \$20 copay A primary care physician is a general or family practitioner, internist or pediatrician
Specialist Office Visit	100% after \$40 copay A referral is not required to visit a specialist.
Maternity Visits	100% after \$40 copay Copay applies to 1st visit only Dependent children are eligible for Maternity/Obstetrical Benefits.
Allergy Testing and Treatment	100% Note: A copay will only apply when an office visit is billed.
Preventive Care	
Routine Adult Physicals, GYN Exams, PAP, Mammograms, Prostate Cancer Screening, Colorectal Screening, Immunizations	100%
Well Child Exams	100%
Well Child Immunizations and Lead Screening	100%
Diagnostic Procedures	
Laboratory	100% in office setting or Labcorp 100% in outpatient facility
Outpatient X-ray/Radiology Services	100% in office setting 100% in outpatient facility
<p>CT/CTA Scans, Pet Scans, MRIs/MRAs, Nuclear Medicine studies (including Nuclear Cardiology) require prior authorization. The ordering physician should request the prior authorization by calling CareCore National, LLC (CCN) at 1-866-496-6200 and providing the necessary clinical information. Once the authorization number is received, the member may call CCN at 1-866-969-1234 to schedule an appointment.</p> <p><i>Note: Managed Care members can call 1-866-969-1234 to obtain a confirmation number for non-Advanced Imaging diagnostic procedures. Confirmation numbers from CCN replace the need for a paper referral.</i></p>	
Hospital Care	
Inpatient Admission (including maternity)	100 %
Room and Board	100 %
Pre-admission Testing	100 %
Surgery in Hospital	100%
Inpatient Physician Services	100%
Outpatient Dept. Services	100%
Emergency Care	
Emergency Room	100% after \$100 facility copay
Ambulance	100%
Outpatient Surgery	
Hospital Outpatient Surgery	100%
Surgery in an Ambulatory SurgiCenter	100%
Mental Health Services	



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Advantage EPO DESIGN 1 County of Union

Inpatient	100 %
Outpatient department	100%
Office setting	100% after \$40 copay
Substance Abuse Services	
Inpatient	100 %
Outpatient department	100%
Office setting	100% after \$40 copay
Alcohol Abuse Services	
Inpatient	100 %
Outpatient department	100%
Office setting	100% after \$40 copay
	Inpatient and Outpatient Mental Health/Substance Abuse/Alcoholism Services must be coordinated through Value Options at 1-800-626-2212.
Other Services	
Acupuncture	100% after \$40 copay
Bariatric Surgery	100 %
Diabetic Education	100% after office copayment
Diabetic Supplies	100%
Durable Medical Equipment	100 %
Orthotics and Prosthetics (Per NJ mandate)	100% after \$20 copay
Home Health Care	100%
Hospice Care	100%
	100% after copayment in office setting 100% in outpatient facility Limited to 4 egg retrievals per lifetime
Infertility (including in-vitro fertilization)	
Physical Rehabilitation Facility Inpatient Services	100% Limited to 60 days per benefit period
	100% Limited to 30 visits per benefit period (8-hour shifts)
Private Duty Nursing	
Short-term Therapies: Physical, Occupational, Speech, Respiratory	100% after office copayment 30 visit maximum per therapy, per benefit period



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Advantage EPO DESIGN 1 County of Union

Skilled Nursing Facility/Extended Care Center	100% Limited to 100 days per benefit period
Therapeutic Manipulation (Chiropractic Care)	100% after office copayment 25 visit maximum per benefit period
Vision - Routine Eye Exam	100% after \$40 copay
Vision Hardware	\$50 every two years
Prescription Drugs	Covered under a freestanding prescription program
Eligibility	Dependent children, including full-time students, are covered until the end of the calendar year in which they reach the age of 26. Handicapped dependents are covered beyond the child removal age, if the handicap occurred prior to the age of 26. Under certain conditions, coverage may be extended for qualified dependents up to age 31.
Pre-Existing Conditions	Not applicable
Prior Authorization	Some services/procedures require prior authorization. For a complete list, contact our customer service number at 1-800-355-BLUE (2583) or refer to our website at www.HorizonBlue.com .
24/7 Nurse Line	Not applicable

The Advantage EPO plans cover eligible expenses rendered by providers in Horizon's Managed Care network. When you utilize participating providers, you generally only pay your copayment and any applicable in-network coinsurance or deductible. No benefits are available out-of-network, except in emergency situations.

This summary highlights the major features of your health benefit program. It is not a contract and some limitations and exclusions may apply. Payment of benefits is subject solely to the terms of the contract. Please refer to your benefit booklet for more information.

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 Three Penn Plaza East, Newark, New Jersey 07105

Appendix B
7/1/2015



Horizon MyWay HSA Direct Access County of Union

Health Saving Account (HSA)	Employer Contribution	
You may access your Health Savings Account for out of pocket expenses.	The employer and/or employee can contribute to the Health Savings Account up to the statutory maximum less of the individual's deductible.	
Benefit	In-Network	Out-of-Network
	Calendar Year	
Deductible	\$2000 per indiv./\$4000 True Family Deductible	
Individual	True Family Aggregate - Entire family deductible must be met before any benefits are paid.	
Family	Deductible is Calendar Year.	
Coinurance	100%	70%
Maximum Out of Pocket		
Individual	\$5,000	\$10,000
Family	\$10,000	\$20,000
Maximum Out of Pocket is Calendar Year. The deductible, coinsurance and copayments apply to the Maximum Out of Pocket. Balances from non-participating providers over our allowance are not eligible towards the Maximum Out of Pocket.		
Benefit Period Maximum	Unlimited	
Lifetime Maximum	Unlimited	
Primary Care Physician Selection	Not Required	
Doctor's Office Visits		
Primary Care Office Visit	100% after deductible A primary care physician is a general or family practitioner, internist or pediatrician	70% after deductible
Specialist Office Visit	100% after deductible A referral is not required to visit a specialist.	70% after deductible
Maternity Visits	100% after deductible Female child dependents are ineligible for maternity/gynecological benefits.	70% after deductible
Allergy Testing and Treatment	100% after deductible	70% after deductible
Preventive Care		
Routine Adult Physicals, GYN Exams, PAP, Mammograms, Prostate Cancer Screening, Colorectal Screening, Immunizations	100% (no deductible)	70% (no deductible)
Well Child Exams	100% (no deductible)	70% (no deductible)
Well Child Immunizations and Lead Screening	100% (no deductible)	70% (no deductible)
Diagnostic Procedures		
Laboratory	100% after deductible	70% after deductible
Outpatient X-ray/Radiology Services	100% after deductible	70% after deductible
CT/CTA Scans, PET Scans, MRIs/MRAs, Nuclear Medicine studies (including Nuclear Cardiology) require prior authorization. The ordering physician should request the prior authorization by calling CareCore National, LLC (CCN) at 1-866-496-6200 and providing the necessary clinical information. Once the authorization number is received, the member may call CCN at 1-866-969-1234 to schedule an appointment.		
Note: Managed Care members can call 1-866-969-1234 to obtain a confirmation number for non-Advanced Imaging diagnostic procedures. Confirmation numbers from CCN replace the need for a paper referral.		
Hospital Care		
Inpatient Admission (including maternity)	100% after deductible	70% after deductible
Room and Board	100% after deductible	70% after deductible
Pre-admission Testing	100% after deductible	70% after deductible
Surgery in Hospital	100% after deductible	70% after deductible
Inpatient Physician Services	100% after deductible	70% after deductible
Outpatient Dept. Services	100% after deductible	70% after deductible



Horizon MyWay HSA Direct Access County of Union

Emergency Care		100% after deductible	
Emergency Room	Payment at the in-network level across-the-board applies only to true Medical Emergencies & Accidental Injuries.		
Ambulance	100% after deductible		70% after deductible
Outpatient Surgery			
Hospital Outpatient Surgery	100% after deductible		70% after deductible
Surgery in an Ambulatory Surgery Center	100% after deductible		70% after deductible
Services performed at a non-participating ambulatory surgery center are reimbursed at Horizon BCBSNJ Payment Allowance and therefore may result in significant out of pocket costs.			
Mental Health Services			
Inpatient	100% after deductible		70% after deductible
Outpatient department	100% after deductible		70% after deductible
Office setting	100% after deductible		70% after deductible
Substance Abuse Services			
Inpatient	100% after deductible		70% after deductible
Outpatient Substance Abuse	100% after deductible		70% after deductible
Office setting	100% after deductible		70% after deductible
Alcohol Abuse Services			
Inpatient	100% after deductible		70% after deductible
Outpatient department	100% after deductible		70% after deductible
Office setting	100% after deductible		70% after deductible
Inpatient and Outpatient Mental Health/Substance Abuse/Alcoholism Services must be coordinated through Value Options at 1-800-626-2212.			
Other Services			
Bariatric Surgery	100% after deductible		70% after deductible
Diabetic Education	100% after deductible		70% after deductible
Diabetic Supplies	100% after deductible		70% after deductible
Durable Medical Equipment	100% after deductible		70% after deductible
Orthotics and Prosthetics (Per NJ statute)	100% after deductible		70% after deductible
Physical Rehabilitation Facility Inpatient Services	100% after deductible		70% after deductible
Home Health Care	100% after deductible		Limited to 60 days per benefit period 70% after deductible up to 100 visits
Hospice Care	100% after deductible		70% after deductible
Infertility (including in-vitro fertilization)	100% after deductible		Limited to 4 egg retrievals per lifetime 70% after deductible
Private Duty Nursing	100% after deductible		Limited to 30 visits per benefit period (8-hour shifts) 70% after deductible
Short-term Therapy: Physical, Occupational, Speech, Respiratory	100% after deductible		70% after deductible
Skilled Nursing Facility/Extended Care Center	100% after deductible Limited to 100 days per benefit period		70% after deductible Limited to 60 days per benefit period
Therapeutic Manipulation (Chiropractic Care)	100% after deductible		70% after deductible
Vision - Routine Eye Exam	100% after deductible		70% after deductible
Vision Hardware	Not covered		
Prescription Drugs	70% after deductible		

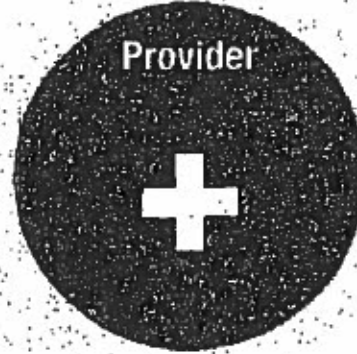
Horizon MyWay HSA – how a claim is paid

www.HorizonMyWay.com



Step 1:

Horizon MyWay HSA member visits the provider of his/her choice for care. In-network preventive care is covered according to the member's contract.



Step 2:

The provider submits the claim directly to Horizon Blue Cross Blue Shield of New Jersey as they would for a Direct Access or PPO product. Horizon BCBSNJ reviews the member's benefits and pays the claim accordingly.

If the member has met their deductible, a payment will be mailed to the provider.



Step 4:

Member payment options include:

- Horizon MyWay Visa/debit card
- Mellon Personal Check
- Cash/Other Personal Check



Step 3:

If there is any remaining member liability, the provider sends a statement to the member outlining any outstanding balance. The member also receives an Explanation of Benefits (EOB) from Horizon BCBSNJ.

The member submits the appropriate payment as outlined in the EOB directly to the provider. If HSA funds are available, the member may pay from their Horizon MyWay account.

Please note: Horizon BCBSNJ will not pay providers directly from the member's HSA. This is the member's responsibility.

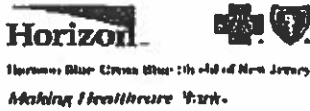


Horizon Blue Cross Blue Shield of New Jersey

Making Healthcare Work.

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Horizon MyWay HS.A Direct Access County of Union

Eligibility	Dependent children, including full-time students are covered until the end of the month in which they reach the age of 26. Handicapped dependents are covered beyond the child removal age, if the handicap occurred prior to the age of 26. Under certain conditions, coverage may be extended for qualified dependents up to age 31.
Pre-Existing Conditions	Not applicable
Grandfathered	Not applicable
Prior Authorization	Some services/procedures require prior authorization. For a complete list, contact our customer service number at 1-800-355-BLUJ (2583) or refer to our website at www.HorizonBlue.com .
24/7 Nurse Line	24/7 Nurse Line is a health information service that includes a toll free 24 hour health information line staffed by registered nurses. 24/7 Nurse Line nurses do not diagnose or recommend any treatment. Instead, they provide the member with the necessary health information needed to make informed medical decisions. This helps members determine if their health ailment requires a doctor's visit.

You can save money when you choose to receive care from providers that participate in the Horizon BCBSNJ networks. When you use participating hospitals or other medical facilities or doctors, you generally only pay your copayment and any applicable in-network coinsurance or deductible. Generally, if you have services performed at an out of network facility or by an out of network provider, your out of network benefits will apply. This means that you will be responsible for amounts exceeding Horizon BCBSNJ's allowable reimbursement for that particular service and this may result in significant out of pocket costs. You will be responsible to pay for this amount directly to the non-participating hospital, ambulatory surgery center or provider. By using our Horizon-BCBSNJ network providers, you keep your health care costs down.

Please note that the benefit highlights are provided for informational purposes. Horizon BCBSNJ makes every effort to provide clear and accurate information pertaining to these benefit highlights. However, because Horizon BCBSNJ generally expects continued guidance from regulators on issues pertaining to Federal health care reform, the information that has been provided is subject to change. Horizon BCBSNJ will provide notice of such changes to members pursuant to State and Federal requirements.

This summary highlights the major features of your health benefit program. It is not a contract and some limitations and exclusions may apply. Payment of benefits is subject solely to the terms of the contract. Please refer to your benefit booklet for more information.

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7/21/2015

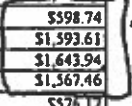
Union County and CWA Tentative Agreement

Appendix C

UNION COUNTY RENEWAL RATES

PLAN		CONTRACTS	2012-13	2013-14	2014-2015	2015-2016
86436 (Traditional)	01, 02, 03, 05	Single	\$749.08	\$719.12	\$719.12	\$739.61
		Husband/Wife	\$2,134.77	\$2,049.38	\$2,049.38	\$2,107.79
		Family	\$2,134.77	\$2,049.38	\$2,049.38	\$2,107.79
		Parent/Child	\$2,134.77	\$2,049.38	\$2,049.38	\$2,107.79
	01, 02, 03, 05 over 65	Single Over				\$539.73
		Husband/Wife Over				\$1,079.71
		Family Over				\$1,726.96
		Husband/Wife 1 Over				\$1,215.74
		Family 1 Over				\$1,863.27
		Parent/Child Over				\$1,320.68
86436 (Traditional)	08, 09, 10	Single	\$749.08	\$719.12	\$719.12	\$701.09
		Husband/Wife	\$2,134.77	\$2,049.38	\$2,049.38	\$1,998.07
		Family	\$2,134.77	\$2,049.38	\$2,049.38	\$1,998.07
		Parent/Child	\$2,134.77	\$2,049.38	\$2,049.38	\$1,998.07
	08, 09, 10 over 65	Single Over				\$311.65
		Husband/Wife Over				\$1,023.22
		Family Over				\$1,637.05
		Husband/Wife 1 Over				\$1,152.45
		Family 1 Over				\$1,766.26
		Parent/Child Over				\$1,266.26
86436 Traditional (PAAD) 90, 91, 92, 93, 94	Retirees Under 65	Single	\$710.07	\$681.67	\$681.67	\$701.09
		Family	\$2,023.65	\$1,942.70	\$1,942.70	\$1,998.07
	Retirees Over 65	Single	\$518.20	\$497.47	\$497.47	\$511.65
		Husband/Wife	\$1,036.32	\$994.87	\$994.87	\$1,023.22
		Family	\$1,658.01	\$1,591.69	\$1,591.69	\$1,632.05
		Single	\$606.41	\$582.15	\$582.15	\$598.74
		Husband/Wife	\$1,614.01	\$1,549.45	\$1,549.45	\$1,593.61
		Family	\$1,664.99	\$1,598.39	\$1,598.39	\$1,643.94
86445 (Direct Access 3), 86437 Direct Access 2 (01, 04, 05, 06)	Active/New Settlements	Parent/Child	\$1,587.53	\$1,524.03	\$1,524.03	\$1,567.46
		Single	\$606.41	\$560.20	\$560.20	\$576.17
		Husband/Wife	\$1,614.01	\$1,491.04	\$1,491.04	\$1,533.53
		Family	\$1,664.99	\$1,538.13	\$1,538.13	\$1,581.97
86445 (Direct Access) 59 (\$0 ER)	Active/New Settlement Prosecutors	Parent/Child	\$1,587.53	\$1,466.57	\$1,466.57	\$1,508.37
		Single	\$606.41	\$560.20	\$563.00	\$579.05
		Husband/Wife	\$1,614.01	\$1,491.04	\$1,498.50	\$1,541.20
		Family	\$1,664.99	\$1,538.13	\$1,545.82	\$1,589.88
86436 (11, 12, 50, 75)	Retirees Under 65	Parent/Child	\$1,587.53	\$1,466.57	\$1,473.90	\$1,515.91
		Single	\$606.41	\$582.15	\$582.15	\$598.74
		Husband/Wife	\$1,614.01	\$1,549.45	\$1,549.45	\$1,593.61
		Family	\$1,664.99	\$1,598.39	\$1,598.39	\$1,643.94
86445 (Direct Access 3), 86437 Direct Access 2 (01, 04, 05, 06), 86436 (11, 12, 50, 75)	Retirees Over 65	Parent/Child	\$1,587.53	\$1,524.03	\$1,524.03	\$1,567.46
		Single	\$429.39	\$412.21	\$412.21	\$423.96
		Husband/Wife	\$817.24	\$784.55	\$784.55	\$806.91
		Family	\$1,318.86	\$1,266.11	\$1,266.11	\$1,302.19
86446 (PPO-Buy Up), UCUA 86437 (26, 23, 24, 25)	Active/New Settlements	Parent/Child	\$1,318.86	\$1,266.11	\$1,266.11	\$1,302.19
		Single	\$667.86	\$641.15	\$641.15	\$659.42
		Husband/Wife	\$1,777.55	\$1,706.45	\$1,706.45	\$1,755.08
		Family	\$1,833.72	\$1,760.37	\$1,760.37	\$1,810.54
86446 (PPO-Buy Up) 50, 51, 53, 58, 61, 67, 69, 71, 72, 89	Active/New Settlements	Parent/Child	\$1,748.39	\$1,678.45	\$1,678.45	\$1,726.29
		Single	\$667.86	\$622.04	\$622.04	\$639.77
		Husband/Wife	\$1,777.55	\$1,655.60	\$1,655.60	\$1,702.78
		Family	\$1,833.72	\$1,707.91	\$1,707.91	\$1,756.59
86446 (PPO-Buy Up) 59 Prosecutors Group (\$0 ER)	Active/New Settlement Prosecutors	Parent/Child	\$1,748.39	\$1,628.43	\$1,628.43	\$1,674.84
		Single	\$667.86	\$641.15	\$625.15	\$642.97
		Husband/Wife	\$1,777.55	\$1,706.45	\$1,663.88	\$1,711.30
		Family	\$1,833.72	\$1,760.37	\$1,716.45	\$1,765.37
PPO 86436 (25, 48, 49)	Retirees Under 65	Parent/Child	\$1,748.39	\$1,678.45	\$1,636.57	\$1,683.21
		Single	\$655.36	\$629.15	\$629.15	\$647.08
		Husband/Wife	\$1,865.21	\$1,790.60	\$1,790.60	\$1,841.63
		Family	\$1,866.09	\$1,791.45	\$1,791.45	\$1,842.50
PPO 86436 (25, 48, 49)	Retirees Over 65	Parent/Child	\$1,865.00	\$1,790.40	\$1,790.40	\$1,841.43
		Single	\$479.07	\$459.91	\$459.91	\$473.01
		Husband/Wife	\$957.69	\$919.38	\$919.38	\$945.58
		Family	\$1,531.50	\$1,470.24	\$1,470.24	\$1,512.14
PPO 86436 (45, 47)	Retirees Under 65	Parent/Child	\$1,531.50	\$1,423.83	\$1,423.83	\$1,455.86
		Single	\$643.64	\$617.89	\$617.89	\$635.50
		Husband/Wife	\$1,804.69	\$1,732.50	\$1,732.50	\$1,781.88
		Family	\$1,881.05	\$1,805.81	\$1,805.81	\$1,857.27
PPO 86436 (45, 47)	Retirees Over 65	Parent/Child	\$1,774.97	\$1,703.97	\$1,703.97	\$1,752.53
		Single	\$470.45	\$451.63	\$451.63	\$464.50
		Husband/Wife	\$940.59	\$902.97	\$902.97	\$928.70
		Family	\$1,504.11	\$1,443.95	\$1,443.95	\$1,485.10
86444 (Direct Access/Old Healthnet)	Active/New Settlements	Parent/Child	\$1,504.11	\$1,443.95	\$1,443.95	\$1,485.10
		Single	\$555.45	\$533.23	\$533.23	\$548.43
		Husband/Wife	\$1,476.90	\$1,417.82	\$1,417.82	\$1,458.23
		Family	\$1,580.40	\$1,517.18	\$1,517.18	\$1,560.42
86444 (Direct Access/Old Healthnet) 50, 51, 53, 58, 61, 67, 69, 71, 72, 89	Active/New Settlements	Parent/Child	\$1,511.03	\$1,450.59	\$1,450.59	\$1,491.93
		Single	\$555.45	\$516.27	\$516.27	\$530.98
		Husband/Wife	\$1,476.90	\$1,372.73	\$1,372.73	\$1,411.85
		Family	\$1,580.40	\$1,468.93	\$1,468.93	\$1,510.79
		Parent/Child	\$1,511.03	\$1,404.46	\$1,404.46	\$1,444.49
Renewal:			4.00%	-4.00%	0.00%	2.85%

old plan



UNION COUNTY PHARMACY RATES

PLAN	CONTRACTS	2012-13	2013-14	2014-2015	2015-2016	
RXA: \$6/\$15/\$20 with \$5/\$10/\$15 Mail Order (Settled Unions/Non-Contractuals)	Single	\$215.40	\$204.20	\$200.63	\$200.63	
	Husband/Wife	\$452.35	\$428.83	\$421.33	\$421.33	
	Parent/Child	\$366.19	\$347.15	\$341.07	\$341.07	
	Family	\$538.51	\$510.51	\$501.58	\$501.58	
RXF: \$5/\$25/\$50 with \$5/\$30/\$60 Mail Order (50, 51, 53, 58, 61, 67, 69, 71, 72, 89)	Active/New Settlements	Single	\$215.40	\$173.57	\$170.54	\$170.54
	Husband/Wife	\$452.35	\$364.51	\$358.13	\$358.13	
	Parent/Child	\$366.19	\$295.08	\$289.91	\$289.91	
	Family	\$538.51	\$433.93	\$426.34	\$426.34	
RXB: \$5/\$10/\$15 with \$3 Mail (Non-Settled Unions)	Active	Single	\$223.37	\$211.76	\$208.05	\$208.05
	Husband/Wife	\$469.08	\$444.69	\$436.91	\$436.91	
	Parent/Child	\$379.74	\$359.99	\$353.69	\$353.69	
	Family	\$558.44	\$529.40	\$520.14	\$520.14	
RXC: 30% with \$0 Mail	Retirees	Single	\$129.24	\$122.52	\$120.38	\$120.38
	Husband/Wife	\$271.41	\$257.30	\$252.80	\$252.80	
	Parent/Child	\$219.72	\$208.29	\$204.64	\$204.64	
	Family	\$323.11	\$306.31	\$300.95	\$300.95	
RXD: \$2/\$2 with \$2/\$2 Mail	Retirees	Single	\$235.87	\$223.61	\$219.69	\$219.69
	Husband/Wife	\$495.32	\$469.56	\$461.35	\$461.35	
	Parent/Child	\$400.98	\$380.13	\$373.48	\$373.48	
	Family	\$589.67	\$559.01	\$549.22	\$549.22	
RXE: \$5/\$10/\$15 with \$3 Mail	Retirees	Single	\$223.37	\$211.76	\$208.05	\$208.05
	Husband/Wife	\$469.08	\$444.69	\$436.91	\$436.91	
	Parent/Child	\$379.74	\$359.99	\$353.69	\$353.69	
	Family	\$558.44	\$529.40	\$520.14	\$520.14	
RXUA: \$3/\$5/\$10 with \$0 Mail (UCUA)	Actives	Single	\$231.77	\$219.72	\$215.88	\$215.88
	Husband/Wife	\$486.73	\$461.42	\$453.34	\$453.34	
	Parent/Child	\$394.02	\$373.53	\$367.00	\$367.00	
	Family	\$579.44	\$549.31	\$539.69	\$539.69	
Percentage Savings:		-4.0%	-5.20%	-1.75%	0.00%	