



# Health Care Compass

Volume 1 Issue 2 Dec. 02

## Health Care Action Day January 14, 2003



AFSCME Local 11

### JHCC Members Union members

- Pat Castro—OCSEA
- Eddie Parks—OCSEA
- David Slone—OCSEA
- Kathy Stewart—OCSEA
- Hugh Williams—OCSEA
- Marty Bard—CWA
- Joel Barden—FOP
- Barb Montgomery—1199
- Jim Roberts—OSTA
- Bobbi Winkle—SCOPE

Marianne Steger -  
Labor Co-Chair (OCSEA)

GET READY to stand strong and tough with the negotiating team and the JHCC on **Health Care Action Day** Tuesday, January 14, 2003.

The state continues to insist state employees pay more of the health care premium on top of proposals to increase out of pocket costs—while offering no pay increase and demanding we give up longevity, steps, roll call and other pay supplements.

The JHCC has told the state health care is our number one priority and we will not agree to employees paying more of the premium than they currently do.

We are asking all chapters to plan activities that show their support of the JHCC and team on January 14th. Chapters can hold rallies, leaflet their members, have health care information tables, etc. (Chapters should refer to their Union Power events planning guide for tips on how to plan events.) At a minimum

**On January 14th all OCSEA members will have the opportunity show they are willing to fight for health care.**

all members should wear the *Willing to Fight for Health Care stickers* on January 14th.

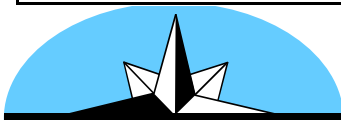
The stickers will be



mailed to Chapters and Union Power Committee Chairs on December 27th. It is up to us to show the state we are

willing to fight for health care. Don't forget there's a lot of health care information on our website: [www.](http://www.ocsea.org)

[www.ocsea.org](http://www.ocsea.org) (health care section) that you can print for your members. Stand tough and wear the sticker on the 14th!



Health costs have risen at twice the general inflation rate over the last 20 years

Business Insurance  
December 16, 2002

## JHCC wants to partner with state on wellness initiative

The JHCC has long wanted the state to step up its efforts to promote healthy lifestyles for employees. Indeed lots of employees provide work out areas with exercise equipment, walking tracks, wellness seminars and

negotiate discounts to gyms for their employees.

The JHCC thinks the state should do the same for its staff and wants to work jointly with the state to facilitate such programs and remove barriers to em-

ployees attending wellness events.

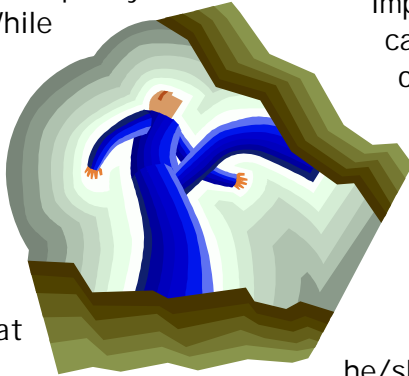
The JHCC has had meaningful discussions with the state about the creation of union wellness liaisons to work with state counterparts to advance the wellness initiative.

## Full Time Health Care Policy Analyst—for JHCC a possibility

In this time of health care crisis the JHCC needs every advantage it can get in trying to design affordable, quality health care. While the JHCC uses consultants, the truth is we need expertise on a daily basis.

Towards that end, the JHCC has had meaningful discussions with

the state about the hiring of a full time health care policy analyst. And while no formal agreement has been reached on this



matter, the state has said it is interested in this proposal.

Such a position is important so the JHCC can fully explore all the options for health care changes. Because we want to have considerable control in the selection and work product of this person, the JHCC has proposed that he/she be funded with a twenty cents a month premium surcharge. This will cost members just \$2.40 a year and is a small price to pay for much needed expertise and counsel to the JHCC.

The analyst will perform a wide range of duties including analyzing health care claims trends, recommending health care plan design changes, monitoring health care legislation for potential impact on the current state health plans, and monitoring HMO contract compliance.

### Health Care Chat

Chat Live with JHCC labor co-chair Marianne Steger on January 8th at 7 p.m. and January 13th at 9 a.m. by logging onto the OCSEA website at [www.ocsea.org](http://www.ocsea.org) then go to [myocsea](http://myocsea) and then to Chat.

## Splitting premium payments over two paychecks

Meaningful discussion with state taking place on this issue

With the cost of health care rising at 20% a year, even our 10% share of the premium is getting pretty high. For some time we have been trying to get the state to deduct the employee's share of the premium twice a month—one half at a time.

In recent talks with the state it looks like we may be getting closer to that becoming a reality. While no formal agreement has been reached, the state is seriously looking at how it could accomplish this.

Because the state must submit premium payments to the plans a month in advance, it has

to collect the total premium from employees and the state by the 15th of the month for the FOLLOWING month's coverage.

In order for the premium money to be collected by the 15th, one half of the premium will be deducted from the last paycheck of the month and the second half will be deducted from the first paycheck of the next month. This means for the first month that we go to split premium payments,



the state will deduct three, 1/2 payments (for a total of one and one half payments) from employees to make sure the total premium is deducted in time to submit the full premium by the fifteenth of the month.

The JHCC has proposed that this be accomplished in a month that has three paychecks. Because this change needs to occur after open enrollment, the month we are looking at starting this is October in 2003.