

# *Municipal Seminar*

## STATE AND FEDERAL HEALTH REFORM: IMPACT ON MUNICIPAL COLLECTIVE BARGAINING AND LABOR- MANAGEMENT HEALTH CARE COST CONTAINMENT EFFORTS

**April 16, 2013, Alumni Hall Meeting Room, Barre Civic Center, 9 a.m. –  
noon**

**April 24, 2013, Fox Room, Rutland Free Library, 9 a.m. – noon**  
*(Choose one of the two locations. Different locations and dates are being  
offered for your convenience. There is no charge for this seminar.)*

The Vermont Labor Relations Board, the Vermont League of Cities and Towns, and the Vermont State Labor Council, AFL-CIO, are collaborating to present this seminar directed to union and management representatives engaged in municipal collective bargaining negotiations this year with the January 1, 2014, implementation date of the Vermont health benefit exchange, Vermont Health Connect, looming over negotiations. The seminar will begin with an overview of the federal Affordable Care Act and Vermont Health Connect. Plan design, employee choice and federal tax credits in the Vermont health benefit exchange will be addressed, as will state mandates, regulations and assessments. Following this overview, collective bargaining rights and obligations which apply to determining health benefits in municipalities will be covered. There then will be an interactive discussion of specific topics that negotiators will face in collective bargaining, including: 1) health plan designs under state and federal reforms compared to existing plans in municipalities; 2) employer group health plans compared to employees going to the health benefits exchange as individuals; 3) the difficulty of maintaining health savings accounts under the new system; 4) options for post-retirement health benefits pre-Medicare; and 5) how part-time and seasonal employees get dealt with in the exchange.