

How our proposal lives up to our values

Any reform of school employee health insurance must establish balanced power between management and employees.

*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 Vermont-NEA and by the governor. VEHI will no longer exist. Also 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.*

Any reform must result in health insurance that is equitable for all school employees, and be sensitive to the challenges of transitioning school employees' health insurance to a new system in order to avoid further chaos.

*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.*

Any reform must create a system that is predictable, affordable, and based on a school employees' ability to pay.

*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. 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.*

Any reform must foster improved health care cost control opportunities, and must recognized that the majority of school employees are women and must not exacerbate the already unacceptable compensation gap between educators and other more male-dominated professions.

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.

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**.