

Joint Health Care Committee

MEMORANDUM

DRAFT - Not for Distribution

FROM: Dr. Robert Bult-Joe Chairman, Joint Health Care Committee - JHCC

SUBJECT: Revised JHCC Motions as approved for your consideration on 10/15/2016

To: Donald Smith, TJHCC@umich.edu, UHCRC@umich.edu

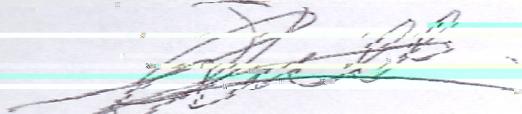
Dear Donald,

The JHCC motions are attached for your review and consideration by the University Health Care Committee for recommendation to the Board of Regents for consideration and approval.

- **Motion #1:** Eliminate the \$60 plan administration fee levied on each employee plan for each year.
- **Motion #2:** Develop a health insurance program that will provide identical deductibles as the U-M Health Plan, but will also provide whatever is necessary to encourage individuals to use the U-M Health Plan.
- **Motion #3:** Establish transparent enrollment and insurance options for RPD with no lifetime limits.
- **Motion #4:** Implement the new insurance program by January 1, 2017 having biometrics and risk assessment (lifestyle) information available in preferred pricing program in my year one. In the general April 1, 2017 and biometrics implemented in 1st year. 2. Point based system implemented in 2nd year. 3. Premiums based requirement for PDI, PDI+1, PDI+2 which will be decided at future JHCC meeting.
- **Motion #5:** Add Spousal Surcharge. Spouses employed individuals who have access to health insurance through their employment are expected to have health insurance as the primary carrier. Spouses who have no access to other employer health insurance are encouraged to purchase individual coverage. If an employee fails to purchase individual coverage, the spousal surcharge, currently in effect, may supersede the no spouse surcharge.
- **Motion #6:** Implement my plan beginning 2017 for spouses of UA health care plans (not individuals). The above exclusions for spouses of UA who both are UA employees, one of whom may elect to opt out of UA health care and enroll as the other employee's dependent.
- **Motion #7:** Establish a high deductible health plan account for employees up to two, and with the aggregate in the range of three or more children, participation requires enrollment in each health care plan. The tiers are; ES+1C, ES+2C, ES+3C, E+1C, E+2C, E+3C
- **Motion #8:** Develop and submit Request for Proposal (RFP) for implementation of a total budget cap from state

~~• Minimum 8 CTD P/I and Minimum 10 CTD P/I~~

Please provide written responses to the questions within the 20 day information period in accordance with the Collective Bargaining Agreement between the University and the Union represented groups.


Linda J. Miller, Professor

Chair Joint Health Committee

cc: Local union Presidents, All Union Presidents, and Committee members.