

1 insurance coverage. If changes to the long-term disability benefit structure
2 occur during the life of this agreement, the Employer recognizes its
3 obligation to bargain with the Coalition over impacts of those changes
4 within the scope of bargaining.

- 5 B. If the PEB Board authorizes stand-alone vision insurance coverage, then the
6 Employer will pay the entire premium costs for each bargaining unit
7 employee.

8 **X.3 Wellness**

9 A. To support the statewide goal for a healthy and productive workforce,
10 employees are encouraged to participate in a Well-Being Assessment
11 survey. Employees will be granted work time and may use a state computer
12 to complete the survey.

13 B. The Coalition of Unions agrees to partner with the Employer to educate
14 their members on the wellness program and encourage participation.
15 Eligible, enrolled subscribers shall have the option to earn an annual one
16 hundred twenty-five dollars (\$125.00) or more wellness incentive in the
17 form of reduction in deductible or deposit into the Health Savings Account
18 upon successful completion of required Smart Health Program activities.
19 During the term of this Agreement, the Steering Committee created by
20 Executive Order 13-06 shall make recommendations to the PEBB regarding
21 changes to the wellness incentive or the elements of the Smart Health
22 Program.

23 **X.4** The PEBB Program shall provide information on the Employer Sponsored
24 Insurance Premium Payment Program on its website and in an open enrollment
25 publication annually.

1 **X.5 Medical Flexible Spending Arrangement**

- 2 A. During January 202~~4~~2 and again in January 202~~5~~3, the Employer will make
3 available two hundred fifty dollars (\$250) in a medical flexible spending
4 arrangement (FSA) account for each bargaining unit member represented
5 by a Union in the Coalition described in RCW 41.80.020(3), who meets the
6 criteria in Subsection X.5 B below.
- 7 B. In accordance with IRS regulations and guidance, the Employer FSA funds
8 will be made available for a Coalition bargaining unit employee who:
- 9 1. Is occupying a position that has an annual full-time equivalent base
10 salary of fifty-seven thousand and five-hundred four dollars
11 (\$57,504) ~~fifty thousand four dollars (\$50,004)~~ or less on November
12 1 of the year prior to the year the Employer FSA funds are being
13 made available; and
 - 14 2. Meets PEBB program eligibility requirements to receive the
15 employer contribution for PEBB medical benefits on January 1 of
16 the plan year in which the Employer FSA funds are made available,
17 is not enrolled in a high-deductible health plan, and does not waive
18 enrollment in a PEBB medical plan except to be covered as a
19 dependent on another PEBB non-high deductible health plan.
 - 20 3. Hourly employees' annual base salary shall be the base hourly rate
21 multiplied by two thousand eighty-eight (2088).
 - 22 4. Base salary excludes overtime, shift differential and all other
23 premiums or payments.
- 24 C. A medical FSA will be established for all employees eligible under this
25 Section who do not otherwise have one. An employee who is eligible for
26 Employer FSA funds may decline this benefit but cannot receive cash in
27 lieu of this benefit.

1 D. The provisions of the State's salary reduction plan will apply. In the event
2 that a federal tax that takes into account contributions to a FSA is imposed
3 on PEBB health plans, this provision will automatically terminate. The
4 parties agree to meet and negotiate over the termination of this benefit.

5 ~~E. Eligible employees will be provided information regarding the~~
6 ~~benefit and use of the FSA funds at new employee orientation,~~
7 ~~during open enrollment periods, and at the beginning of each plan~~
8 ~~year. The PEB Health Care Benefits Labor Coalition and Health~~
9 ~~Care Authority committee will confer on methods of ensuring~~
10 ~~eligible employees understand and are able to access information~~
11 ~~regarding the FSA benefit, including exploring ways for employees~~
12 ~~to access information in preferred languages.~~

Formatted: Normal, Indent: Left: 1", Hanging: 0.5",
Space After: 0 pt, Line spacing: single