

TENTATIVE AGREEMENT BETWEEN THE CITY OF BOSTON AND  
THE COALITION OF UNIONS REGARDING HEALTH INSURANCE

Fact Sheet

The City of Boston and the thirty-six (36) public employee unions that represent the City's workforce have signed a tentative agreement that will contain the future growth of health insurance costs by approximately seventy (70) million dollars over the next four (4) years.

These changes include the following:

1. A two and a half percent (2.5%) increase in the employee premium contribution, which will be phased in over a two (2) year period. This increase will apply to all active employees as well as to retirees who are enrolled in a non-Medicare health plan.
2. Plan design changes which will include: increasing pharmaceutical, office visit and emergency room co-payments. The plan design changes also create a tiered office visit co-payment based upon whether the enrollee is utilizing the services of a primary care physician or a specialist.
3. A one percent (1%) increase in the retiree contribution to Medicare health plans that will go into effect at the end of the four (4) year period.

In order for the tentative agreement to be effective, three (3) conditions must be met:

1. The Boston City Council must adopt M.G.L. Chapter 32B, Section 19 ("Coalition Bargaining");
2. The Unions Leaders must get the necessary authorization from their membership;
3. The Governor and the Legislature must make changes to the laws affecting public employee health insurance and/or plan design prior to December 31, 2011.

Upon the expiration of the agreement, the City of Boston and the Unions will either return to the current process of bargaining individually over health insurance in accordance with Chapter 150E of the General Laws, or act consistently with any other applicable laws regarding public employee health insurance.

The City of Boston currently provides health insurance to over 28,300 people, which includes employees, their families, retirees and surviving spouses.