



SAINT PAUL FEDERATION
OF EDUCATORS LOCAL 28

SPFE MEMBERSHIP WILL VOTE ON HEALTH INSURANCE MOVE TO PEIP: THE PUBLIC EMPLOYEE INSURANCE PROGRAM

Voting occurs in buildings: April 30, May 1, May 2

What is the Public Employee Insurance Program?

PEIP is a self-funded trust plan administered by the state of Minnesota. PEIP leverages off of the state's 50,000 employees to create a unique plan design which offers a great deal of transparency and flexibility. Because of PEIP's pooling structure, PEIP offers the advantage of self funding (lower administration costs) without the claims volatility. The PEIP pool is up to 132 schools, 335 total groups with more than 19,000 contracts, approximately 40,000 members.

Over the last ten years of renewals the PEIP pool has averaged a 2.5% increase, which is great compared to the industry average of 7%. This coming year our Health Partners plan could increase by as much as 7%.

Under PEIP each employee can select from three different plan designs and three excellent networks (HealthPartners, Blue Cross, and Preferred One).

PEIP uses a tiered clinic model. The tiered clinic model actually reduces claims costs by incentivizing members to use the most efficient clinics. The use of tiered primary care cost levels has delivered excellent results (demonstrated in favorable renewals) along with low fixed costs/expenses.

Why are SPFE members having this vote?

Health insurance costs are increasingly becoming a concern for SPFE members. In the most recent bargaining survey, 80% of members strongly agreed or agreed that we need to address members' health insurance premium costs. PEIP can reduce the cost of health insurance for the membership.

Currently, the decision on what carrier is selected for SPPS employee health benefits is made by the School Board with input from the Benefits Labor Management Committee (LMC), which is made up of folks from various unions with members in SPPS and district administration. The LMC goes through a process of reviewing bids from insurance carriers, discussing the bids, and rating each bid. After a series of meetings, the LMC members who are present cast votes on their recommendation for health insurance carriers; human resources then take this information to the school board for a final decision.

There is no legal requirement for a vote to move into PEIP; however, in the spirit of democracy, your SPFE Executive Board passed a motion to have the membership vote on whether or not we should move into the Public Employee Insurance Program for health insurance.

Voting will take place in buildings (with the additional option to vote at the SPFE office, 23 Empire Drive, St. Paul) April 30th-May 2nd. Watch for details from your steward or contract action team member.

The vote results will be announced after the Executive Board certifies the vote results the week of May 13th.



Your SPFE Executive Board voted to endorse a move to PEIP because they believe that PEIP will:

- Provide more affordable health care options for the vast majority of members.
- Help to stabilize the cost of health care for the future.
- Provide greater choice and control for individual members.

Upcoming Informational Meetings for all Members

All meetings are held at the SPFE Office at 23 Empire Drive, St. Paul

Monday, April 22
4:30pm and 6pm

Tuesday, April 23
2:30pm, 4:30pm and 6pm

Wednesday, April 24
4:30pm and 6pm

Thursday, April 25
12pm and 4:30pm

Monday, April 29
4:30pm

Voting Information

**April 30, May 1, May 2:
VOTING IN BUILDINGS**

See your union bulletin board or steward for specific information. Itinerant members can vote at the SPFE office between the hours of 9a.m.-5p.m..



"As we look to the future, our executive board is excited to endorse a vote for PEIP. We believe it's important to do everything we can to hold down health insurance costs. Entering into a pool of nearly 40,000 public employees will help us stabilize those costs."

-Nick Faber, President,
Saint Paul Federation of Educators



"I'm concerned about our members who pay so much money for health insurance. I believe moving into PEIP will cut costs for us now and in the future. The stability is clear. I'm voting for PEIP and I will advocate for more employer contributions toward our health insurance at the bargaining table."

-Denise Young,
Bargaining Team Member, SPFE

Visit spfe28.org to get more information before you vote.

PEIP Health Insurance Premium Rate Comparison

Public Employee Insurance Program (PEIP)

2020 PEIP MONTHLY PREMIUMS AND MEMBER PREMIUM COSTS AFTER EMPLOYER CONTRIBUTIONS FOR FULL TIME STAFF

Network	Tier	Cost for full-time member after employer contribution*				Cost for full-time member after employer contribution*				Cost for full-time member after employer contribution*			
		Advantage High	Teacher	SCSP	EA	Advantage Value	Teacher	SCSP	EA	Advantage HSA	Teacher	SCSP	EA
PEIP	Single	\$744.60	\$0	\$0	\$109.6	\$668.66	\$0	\$0	\$33.66	\$508.56	\$0	\$0	\$0
	Single +1	\$1,633.74	\$533.74	\$529.74	\$338.74	\$1,467.06	\$367.06	\$363.06	\$172.06	\$1,115.82	\$15.82	\$11.82	\$0
	Family	\$1,919.54	\$819.54	\$815.54	\$624.54	\$1,724.06	\$624.06	\$620.06	\$429.06	\$1,311.30	\$211.3	\$207.3	\$16.3

2020 PROJECTED HEALTH PARTNERS MONTHLY PREMIUMS (at 7% renewal cap) AND MEMBER PREMIUM COSTS AFTER EMPLOYER CONTRIBUTIONS FOR FULL TIME STAFF

Health Partners renewal rates for 2020 are not yet known; the renewal cap or maximum increase is 7%.

Network	Tier	Cost for full-time member after employer contribution*				Cost for full-time member after employer contribution*				Cost for full-time member after employer contribution*			
		Health Partners Copay Plan	Teacher	SCSP	EA	Empower HRA National One	Teacher	SCSP	EA	Empower HSA National One	Teacher	SCSP	EA
Open Access Monthly Premium	Single	\$803.57	\$3.57	\$0	\$168.57	\$693.36	\$0	\$0	\$58.36	\$571.38	\$0	\$0	\$0
	Single +1	\$1,808.3	\$708.3	\$704.3	\$513.3	\$1,522.61	\$422.61	\$448.61	\$227.61	\$1,282.93	\$182.93	\$178.93	\$0
	Family	\$2,097.2	\$997.2	\$993.2	\$802.2	\$1,777.27	\$677.27	\$673.27	\$482.27	\$1,488.37	\$388.37	\$384.37	\$193.37
SmartCare Plan Monthly Premiums	Single	\$732.32	\$0	\$0	\$97.32	\$629.16	\$0	\$0	\$0	\$514.67	\$0	\$0	\$0
	Single +1	\$1,627.47	\$527.47	\$523.47	\$332.47	\$1,377.09	\$277.09	\$273.09	\$82.09	\$1,155.60	\$55.60	\$51.60	\$0
	Family	\$1,887.48	\$787.48	\$783.48	\$592.48	\$1,608.21	\$508.21	\$504.21	\$313.21	\$1,339.64	\$239.64	\$235.64	\$44.64

*The "Cost for full-time member after employer contribution" is calculated by subtracting the employer contribution to member's health insurance, as contractual negotiated, from the total premium cost. **Total Premium — Employer Contribution = Member Cost**

Licensed Staff

Employer contribution for Full Time Staff:

- Single: \$800
- Single +1/Family: \$1,100

Article 10, Page 21 of Teacher Contract

School and Community Service Pros

Employer Contribution for Full Time Staff:

- Single: \$824
- Single +1/Family: \$1,104

Article 10, Page 10 of SCSP Contract

Educational Assistants

Employer Contribution for Full Time Staff:

- Single: \$635
- Single +1/Family: \$1,295

Article 12, Page 21 of EA Contract

For more information go to:

www.spfe28.org

or

www.innovomn.com

Some Frequently Asked Questions About PEIP

I have specific, unique healthcare needs. Who should I contact if I have questions about my particular situation?

- PEIP customer service is available by email or phone. Email: service@innovomn.com or call 952-746-3101 or 800-892-5601

If we decide to move to PEIP, when would health insurance change?

- Open enrollment would begin next fall and the change would take place in January of 2020.

Can I keep my current health care provider if we go to PEIP?

- Yes, almost all providers participate in one of PEIP's three networks. PEIP gives employees an individual choice of three networks (Health Partners, Blue Cross Blue Shield, Preferred One). PEIP offers a wide range of primary care providers giving members greater flexibility in choosing primary providers. As St. Paul School's current carrier is HealthPartners, it is likely that many members utilize the HealthPartners system and would continue to do so through PEIP.

What other districts get their health insurance through PEIP?

- PEIP has grown to 135 school districts, including Osseo, Duluth, and Edina. PEIP is a large pool that covers almost 40,000 members and pools claims to produce renewals that have averaged 2.5% over the last 10 years.



"The stability in these rate increases has given our educators the economic security they deserve as professionals."

-Tom Collins, President, Education Minnesota Edina