

United Academics  
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December 5, 2024

Dear CHRO Dahl,

I am writing as Chair of the Joint Health Care Committee (JHCC). The United Academics CBA Article 16.1.c requires that the JHCC prepare written recommendations, the Chair forwards the CHRO and the president of each represented employee group, the CHRO renders in writing within 20 business days of receiving the recommendations reasons for not accepting any recommendation, and copies of the recommendations and the CHRO's decision be posted on the UAHR Benefits website.

At its meetings on November 20 and December 4, the JHCC passed the following four motions concerning plan design option changes recommended by the administration.

1. The JHCC recommends against a change in benefits eligibility for employees working 20-30 hours for FY26. (Vote: 10 in favor, 1 opposed)
2. The JHCC recommends the Plan Design Option Changes with Addition of the Co-Pay Plan as presented on page 19 of the slide deck at the November 20 in-person meeting (attached below) for a savings opportunity totaling \$4,168,000. (Vote: 11 in favor, 0 opposed)
3. The JHCC recommends to continue offering GLP1 drugs for weight loss (ex. Zepbound and Wegovy) as covered drugs on the plan understanding that additional requirements will be added in the future. (Vote: 8 in favor, 3 opposed)
4. The JHCC recommends against specific stop loss coverage at this time and recommends reevaluation in early 2025. (Vote: 11 in favor, 0 opposed)

Sincerely,

*Jill A. Dumesnil*

Chair of JHCC  
President of United Academics

# Plan Design Changes with Addition of Co-Pay Plan (reduced

Bundle	FY 2026 Plan Design Bundle	Savings Opportunity
Deductible	HDHP w/ HSA from \$1,600/\$3,200 to \$1,900/\$3,800 (Aggregate) Premium from \$800/\$2,400 to \$1,100/\$3,300	(\$882,000)
Out-of-Pocket Maximum	HDHP w/ HSA from \$5,000/\$6,850 to \$5,500/\$7,000 Premium from \$4,250/\$9,250 to \$4,750/\$9,500	(\$384,000)
Copay Plan	Medical: \$4,000/\$8,000 Ded., \$6,000/\$12,000 OOPM, 20% Coins. Medical Copays: PCP \$40, Specialist \$60, UC \$75 (No Ded) Pharmacy: No deductible, \$1,000/\$1,700 OOPM Pharmacy Tiers: \$10/\$30/30%/\$100	(\$1,954,000)
Program Changes	Evicore (cost control with pre-authorization for OP Rehab) Premera's Dedicated Centers of Excellence (joint/spinal surgery)	(\$948,000)
		<b>(\$4,168,000)</b>

