

AGREEMENT

BETWEEN

THE MILFORD BOARD OF EDUCATION

AND

LOCAL 1303- 453 OF COUNCIL 4, AFSCME AFL-CIO

JULY 1, 2014 – JUNE 30, 2018

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ARTICLE I - RECOGNITION

- 1.0 The Board of Education, hereinafter called the Board, hereby recognizes Local 1303-453 of Council #4, American Federation of State, County and Municipal Employees, AFL-CIO, hereinafter called the Union, as the representative for the purposes of collective bargaining for Head Security Guards and Security Guards as certified by the Connecticut State Labor Department in case #ME-28,544, Decision No. 4468.
- 1.1 The Board recognizes the Union as the sole and exclusive bargaining agent for the employees in the above-described unit for the purposes of collective bargaining with respect to wages, hours and other conditions of employment.

ARTICLE II - UNION SECURITY

- 2.0 Each employee covered by this Agreement shall be required as a condition of continued employment, to become a member of the Union or pay a service fee on or within thirty (30) days of the date of hiring or the effective date of this Agreement, whichever is later. Said service fee shall be in an amount determined by the Union in accord with applicable law.
- 2.1 The Board agrees to deduct from the pay of all its employees such membership dues or service fees as may be fixed by the Union. Such deductions shall continue for the duration of this Agreement or any extension thereof.
- 2.1a Upon receipt of a voluntary written assignment from an employee in the form annexed hereto as Schedule "A", the Board shall, pursuant to such assignment, deduct from the wages due said employee each month, the regular monthly dues or service fees, if any as specifically provided for in said authorization.
- 2.1b The Board shall be relieved from making such "checkoff" deductions upon (a) termination of employment, or (b) transfer to a job other than one covered by the bargaining unit, or (c) layoff from work, or (d) an agreed leave of absence of greater than 30 days, or (e) revocation of the checkoff authorization in accordance with its terms or with applicable law. Notwithstanding the

foregoing, upon the return of an employee to work from any one of the foregoing enumerated absences, the Board will immediately resume the obligations of making said deductions. This provision however, shall not relieve any employee of the obligation to make the required dues or fee and initiation payment pursuant to the Union constitution in order to remain in good standing.

- 2.1c It is specifically agreed that the Board assumes no obligation, financial or otherwise, arising out of the provisions of this Article, and the Union hereby agrees that it will indemnify and hold the Board harmless from any claims, actions or proceedings by any employee arising from the deductions made by the Board hereunder. Once the funds are remitted to the Union, their disposition thereafter shall be the sole and exclusive obligation and responsibility of the Union.
- 2.1d The Board shall not be obliged to make dues deductions of any kind for any employee who, during any dues month involved, shall have failed to receive sufficient wages to equal the dues deductions.

The Union shall certify in writing to the Board the annual rate of membership dues and the annual rate of service fee within 30 days following any change in said annual rates.

Deductions as provided in this Article shall be remitted to the Council #4 office of the Union no later than fifteen (15) days after such deductions have been made along with a list of employees from whom the deductions have been made.

ARTICLE III - PROBATIONARY EMPLOYEES

- 3.0 Newly hired employees shall be considered probationary for a period of 90 working days from the date of hiring. Such employee may be discharged or disciplined at the will of the Board during such probationary period and no such disciplinary action of the Board with respect to such employee shall be subject to recourse by either the employee or the Union, nor to grievance or arbitration procedures or other controls by the Union on behalf of the employee. After the completion of the probationary period as aforesaid, all employees shall acquire seniority as of date of hire.

ARTICLE IV - UNION ACTIVITIES

- 4.0 Two members of the Union negotiating committee shall be granted time off from work during normal working hours, without loss of pay, in order to attend bargaining sessions between the Board and the Union for the purposes of negotiating the terms of the Agreement, when such sessions take place at a time during which such members are scheduled to work.
- 4.1 The Local Officer or Steward representing the grievant shall be granted time off from work, without loss of pay, for all meetings between the Board and the Union for the purpose of discussing grievances, to which the Union is a party, when such meetings take place at a time during which members are scheduled to work.
- 4.2 The Local President or his designee shall, without loss of pay, have access to bargaining unit members during working hours.
- 4.3 Not more than one (1) local Union official shall be allowed time, not to exceed two (2) days per calendar year, without loss of pay, to attend official Union conventions and conferences. Reasonable notice of the intent to use such time must be provided by the Union official to the Board and the use of time must be approved by the Board, which approval shall not be unreasonably withheld. Time may be used in no less than one-half day increments.
- 4.4 No employee shall engage in any union activity which interferes with the performance of work during his working time or in working areas of the Board at any time except for the grievance procedure as herein provided.

ARTICLE V - VACANCIES, PROMOTIONS & TRANSFERS

- 5.0 When a bargaining unit position is to be filled, the job will be posted in all affected schools for a period of five (5) scheduled working days.
- 5.1 Vacancies will be filled by voluntary transfers from among applicants who apply before being filled on a promotional basis. The most senior, qualified employee who applies shall be

transferred. If no qualified employee applies for a transfer, the most senior, qualified employee who applies shall be promoted. If no qualified employee applies for promotion, the position may be filled by an applicant from outside the bargaining unit. Notwithstanding, the Board reserves the right to transfer an employee involuntarily if the Board determines that it is in the best interest of the School District.

ARTICLE VI - SENIORITY AND LAYOFFS

- 6.0 For the purposes of this Article, seniority is defined as the length of continuous service as a Security Guard and/or Head Security Guard.
- 6.1 In the event a lay off becomes necessary, the least senior employee within each classification shall be laid off first and so on.
- 6.2 Laid off employees within each classification shall be recalled to work with the most senior employee recalled first and so on. Recall rights shall be limited to 18 months from the date of layoff.
- 6.3 No new employees shall be hired until all laid off employees with recall rights have first been recalled. In the event an employee refuses to return to work when recalled, his seniority will be considered lost and he will no longer be considered eligible for recall.
- 6.4 In the event that a Head Security Guard is laid off he/she shall have the right to bump the least senior Security Guard in the bargaining unit.

ARTICLE VII - HOURS OF WORK

- 7.0 The regular hours for employees subject to this Agreement shall be Monday through Friday, eight (8) hours per day at Jonathan Law High School and eight (8) hours per day at Foran High School. Schedules shall be staggered to maximize coverage.

- 7.1 Compensation for all employees at a rate one and one-half (1-1/2) times the regular hourly rate will be paid for all work performed in excess of the regular eight (8) hour day or forty (40) hour work week.
- 7.2 The Board herewith covenants and agrees to use reasonable efforts to equalize the distribution of overtime for all employees subject to this Agreement.
- 7.3 In the event that the Board has a need for security-related duties to be performed after normal school hours, the Board will continue the practice to offer security guards the work they have exclusively performed, namely school dances, open-house events, such as parent-teacher conferences, and other opportunities as the Board decides to offer in its sole discretion.

ARTICLE VIII - HOLIDAYS

- 8.0 The following holidays shall be observed as days off with pay, said pay to be eight (8) hours a day at straight time:
- 2014 - Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Day, New Year's Day, Good Friday, and Memorial Day.
- 2015 - Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Day, New Year's Day, Good Friday, Memorial Day and Martin Luther King's Birthday.
- 2016 - Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Day, New Year's Day, Good Friday, Memorial Day, Martin Luther King's Birthday and Christmas Eve.
- 2017 and thereafter - Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Day, New Year's Day, Good Friday, Memorial Day, Martin Luther King's Birthday, Christmas Eve, and New Year's Eve.

If school is in session such days shall be available as a compensatory day to be scheduled as an additional floating holiday by mutual agreement between the employee and his supervisor.

- 8.1 Holidays falling on a Saturday shall be celebrated on the preceding Friday provided that school is not in session on that day. Holidays falling on a Sunday shall be celebrated on the following Monday provided that school is not in session on that day.

ARTICLE IX - SICK LEAVE

- 9.0 Sick leave shall be granted at straight time for absence from work for any permanent employee for the following reasons: (1) for any employee illness or injury, except for the illness or injury arising out of or related to the course of employment by any employer other than the Board of Education of the City of Milford or where the illness or injury is compensatory under Workers' Compensation; (2) for medical examination or treatment for such injury or illness as defined above when arrangements for such examination or treatment are, in the opinion of the treating Doctor or Dentist, immediately necessary and said arrangements cannot be scheduled outside of the employee's regular working hours.
- 9.1 Employees shall receive twelve and one half days (12.5) sick leave with full pay. Sick days shall be cumulative to 60 days.
- 9.2 The Board of Education shall maintain a record for each employee of all sick leave taken. These records shall be subject to inspection by the employee. Additionally, the Board of Education shall devise a method whereby individual employees shall be informed of each employee's record of accumulated sick leave. The Board of Education providing employees with access to the online "Employee Portal" shall satisfy the requirements of this provision.

ARTICLE X - FUNERAL PAY

- 10.0 When death occurs in an employee's immediate family, i.e. spouse, parents, parents of spouse, child, brother, sister or grandchild, the employee on request will be excused for any of the first four (4) normally scheduled working days immediately following date of death.
- 10.1 When death occurs in the employee's non-immediate family, defined as: grandparent, aunt, uncle, brother-in-law, sister-in-law, son-in-law, or daughter-in-law, the employee on request will be excused for one (1) normally scheduled working day.

ARTICLE XI - LEAVES OF ABSENCE

- 11.0 Each contract year employees shall receive three (3) days paid leave for personal business that cannot be conducted outside the employee’s normal working hours. These days shall not be cumulative. Requests for personal leave shall not be unreasonably denied. Employees shall be notified as to a request for a personal day within forty-eight (48) hours of receipt by the supervisor. Requests shall be made on a form prescribed by the Employer. Two consecutive days may be allowed at the discretion of the Employer. In partial years of employment, personal days shall be pro-rated.

- 11.1 Military leave shall be granted to regular employees when required to serve a period on active duty reserve or on National Guard duty. The employee shall be paid the difference between his/her military pay and his/her regular pay upon submission by the employee of a form certifying the amount of money which he/she has been paid during his/her period of absence. No employee shall lose any seniority standing because of any military service including service in the National Guard or organized reserves. On return from military service, an employee shall be reinstated in his former job or one of like rank and shall receive credit for the increments awarded during his absence on military service provided he reports for duty within ninety (90) days of his discharge from military service. The employee's accumulation of sick leave, upon leaving, shall be retained to his credit when he returns.

- 11.2 Employees who are required to serve jury duty shall be paid by the Board a monetary difference between the said employee's weekly straight time wages and the reimbursement payable to him for said jury duty.

ARTICLE XII - WAGES

12.0 Employees shall receive the following general wage increases:

Effective and retroactive to July 1, 2014	2.0%
Effective and retroactive to July 1, 2015	2.0%
Effective July 1, 2016	2.25%
Effective July 1, 2017	2.25%

12.1 Employees assigned, in the sole discretion of the Board of Education, to work in a higher classification than his/her own for a total of eight (8) hours or more in one (1) working week shall be paid the rate on the wage schedule of the higher classification for the hours worked in said higher classification.

ARTICLE XIII - INSURANCE

13.0 The Board shall provide, for each full time employee, spouse, and dependents, a preferred provider organization plan subject to the copayments and deductibles set forth below.

13.1 The above insurances shall be subject to the following employee copayments and contributions:

<u>Date</u>	<u>Employee Contribution</u>	<u>Board Contribution</u>
July 1, 2014	10%	90%
July 1, 2015	10%	90%
July 1, 2016	11%	89%
July 1, 2017	12%	88%

Plus One coverage: Employee pays 15% of the cost difference between single coverage and plus one coverage

Family coverage: Employee pays 20% of the cost difference between single coverage and family coverage

Co-Pays

\$25 Primary Care/Office Visit

\$35 Specialist

\$150 Emergency Room

\$300 In-patient Hospital

\$100 Out-patient Hospital

\$1,000/\$1,750/\$1,750 Out-of-Pocket Maximum

Prescription Co-Pays

Generic	\$5
Brand Formulary	\$20
Brand, Non Formulary	\$35

- 13.2 Blue Cross Full Service Dental Plan, Riders A, B, C.
- 13.3 Full group life insurance in the amount of one times (1x) the salary earned by each regular full time employee to the nearest \$1,000 of salary earned by said employee.
- 13.4 The Board may provide medical and dental insurance as described in this Article through alternative insurance carriers as long as the alternative carrier provides benefits and services equal to or better than the coverage specified above and the Board provides the Union with a copy of the proposed plan at least sixty (60) days prior to the proposed date of implementation. Any disputes as to whether or not the alternative plan is “equal to or better than the coverage specified above shall be subject to resolution through the grievance and arbitration procedures of this Agreement. There shall be no implementation of any disputed alternative plan until the dispute has been resolved.

Effective upon execution of the contract, the Board shall offer alternative coverage under a high deductible health plan (HDHP) with a health savings account (HSA), with deductibles of \$2,000/individual/\$4,000 two person and family. For the first year of the contract, the Board shall fund 60% of the deductible upon an employee’s date of entry into the plan that year. Thereafter, it shall be funded by the Board at 50% of the deductible, half on July 1 and half on January 1. There will be a twenty (20%) percent co-insurance for out-of-network. Except for prescription co-pays, the plan will pay 100% once the deductibles are met. The employee cost share for the HDHP/HSA shall be 10%.

The HDHP/HAS shall be mandatory for new hires following the date of contract execution and optional for existing employees.

ARTICLE XIV - GRIEVANCE PROCEDURE

- 14.0 Definition: A grievance is a written dispute, claim or complaint arising during the term of this Agreement and is signed by a bargaining unit member and filed either by the individual member or by a working steward or officer in the bargaining unit or by the Board of Education, its designee, or by the Superintendent of Schools. Grievances are limited to matters of interpretation or application of express provisions of this Agreement.
- 14.1 The Board and the Union desire that all employees in the unit be treated fairly and equitably. It is intended that this grievance procedure will provide a means of resolving complaints and grievances at the lowest level possible, and nothing in this Article should be interpreted as discouraging an employee and/or his representative from discussing any dissatisfaction, in an informal manner, with his immediate supervisor, higher level supervisor or Board representatives.
- 14.2 Step 1: Within fifteen (15) working days from the occurrence of a dispute, grievance or complaint, or within fifteen (15) working days from the date that said employee should reasonably have been aware of the occurrence of a dispute, grievance or complaint, the employee will be required to file a written grievance with his/her immediate supervisor outside of the bargaining unit on a form mutually agreed to by the parties. The supervisor shall provide a written answer within ten (10) working days.
- 14.3 Step 2: If the grievance is not settled in Step 1, the employee or the Union within ten (10) working days from the answer in the previous step, may appeal the grievance to the Superintendent of Schools. The Superintendent shall give his written answer as soon as practicable, but within ten (10) days from the date of the receipt of the appeal.
- 14.4 Step 3: If the grievance is not settled in Step 2, the employee or the Union may submit the grievance to the Chairman of the Board of Education for disposition within ten (10) working days from the answer in the previous step. The Board shall hear and decide said grievance within thirty (30) days from the receipt by the Chairman of the Board and shall give a written answer as soon as practicable, but within five (5) days after the date of the hearing thereon.

- 14.5 Step 4: If the Union is not satisfied with the disposition of the grievance by the Board, the Union may, within fifteen (15) working days of the receipt of the answer to the grievance, submit the grievance to the State Board of Mediation and Arbitration whose decision shall be final and binding on the parties to this Agreement. The arbitrator(s) shall have no authority to add to, delete or modify any provision of this Agreement.
- 14.6 All the time limits herein specified shall be deemed to be exclusive of Saturdays, Sundays and Holidays.
- 14.7 All time limits herein specified may be extended by mutual consent of the parties hereto.

ARTICLE XV - DISCIPLINARY PROCEDURE

- 15.0 All disciplinary action shall be applied in a fair manner and for a just cause. Disciplinary action shall include: (a) a verbal warning; (b) a written warning; (c) suspension without pay; (d) discharge; and shall normally follow this order except when exceptions are warranted; (e) all disciplinary actions may be appealed through the established grievance procedure.
- 15.1 All suspensions and discharges must be stated in writing with the reason given copies thereof to be provided to both the employee and the Union at the time of the suspension or discharge.
- 15.2 All verbal and written warnings shall be removed from an employee's record after two (2) years with no further disciplinary action for the same or similar offense.
- 15.3 No employee shall be counseled or verbally reprimanded in the presence of students, other school employees or members of the public.

ARTICLE XVI - PENSION

- 16.0 The Board shall implement a 401(a) defined contribution plan pursuant to which the Board will match employee contributions up to a maximum of 5% per year of the employee's annual earnings.
- 16.1 Upon the approval of the City of Milford Pension Board, members shall participate in the City of Milford Defined Benefit Pension. If participation is approved by the Pension Board, the Board of Education shall contribute the applicable contribution as set forth in the Pension Agreement.

ARTICLE XVII - GENERAL PROVISIONS

- 17.0 Each employee shall be provided with five (5) short sleeve shirts, five (5) long sleeve shirts, boots, rechargeable flashlight, foul weather gear including rain coat, rain pants, rain hat, and winter coats and gloves, and shall replace such items when they become unserviceable.
- 17.1 The Board shall make functional radios available to all Security Guards.
- 17.2 A minimum of eight (8) hours of training courses in restraint techniques, report writing, investigation, gang tactics or security related courses shall be offered to bargaining unit employees on paid time annually.
- 17.3 Members working off-campus events shall be paid the applicable I.R.S. rate for mileage.

ARTICLE XVIII - NO STRIKE, NO LOCKOUT

- 18.0 The Board agrees that there will be no lock-out of employees during the term of this Agreement. The Union agrees, during the term of this agreement, that it will not call or participate in any strike.

ARTIVCLE XIX - MANAGEMENT RIGHTS

19.0 Except where such rights, powers and authority are specifically relinquished, abridged or limited by the provisions of this agreement, the Board of Education has and will continue to retain, whether exercised or not, all of the rights, powers and authority heretofore had by it. The Board of Education shall have the sole right, responsibility and prerogative of management of the affairs of the Board and direction of the workforce, including, but not limited to the following:

1. To exercise executive management and administrative control of the school district, its properties and facilities;
2. To hire all employees and to determine their qualifications and fitness for employment and conditions for their continued employment, or their dismissal;
3. To determine overall school goals and objectives;
4. To determine the services, supplies, and equipment necessary to continue school operations;
5. To determine the methods, means and personnel by which school operations are conducted;
6. To adopt reasonable rules and regulations;
7. To determine the location or relocation of its facilities, including the establishment or relocation of new offices, buildings, division or subdivisions thereof, and the relocation or closing of offices, departments, divisions or sub-divisions, buildings, or other facilities;
8. To determine the financial policies including all accounting procedures, and all matters pertaining to public relations;
9. To determine the size of the management organization, its functions, authority, amount of supervision, and table of organization;
10. To direct the working forces, including the right to hire, promote, demote, discipline, transfer, and to increase or decrease the size of the workforce;
11. To layoff employees;
12. To reduce hours based on lack of work or for other legitimate reasons;
13. To determine work schedules;
14. To establish, change, combine or to discontinue job descriptions;

15. To exercise complete control over the technology of performing its work; and
16. To schedule operations, means and processes of operations, the materials to be used, and the right to introduce new and improved methods.

ARTICLE XX - DURATION

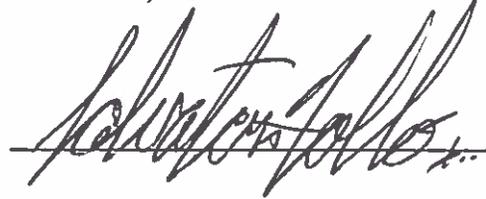
20.0 The duration of this Agreement shall be effective as of June 30, 2014 and shall continue and remain in full force and effect for the period ending June 30, 2018. Negotiations for a successor agreement shall be conducted pursuant to the timelines set forth in the Connecticut Municipal Employees Relations Act.

Dated this 14th day of December, 2015 at Milford, Connecticut.

**MILFORD BOARD OF
EDUCATION**



**LOCAL 1303-453 OF COUNCIL 4,
AFSCME, AFL-CIO**



SCHEDULE A

Connecticut Council #4

American Federation of State, County and Municipal Employees, AFL-CIO

AUTHORIZATION FOR PAYROLL DEDUCTION

By:

To:

Effective _____, I hereby authorize you to deduct from my earnings each payroll period a sufficient amount to provide for the regular payment of union dues or service fees, as certified by the Union. The amount deducted shall be paid to the treasurer of Council 4 of the American Federation of State, County, and Municipal Employees or to its designee. This authorization shall remain in effect in accordance with the working agreement.

Dues to AFSCME are not tax deductible as charitable contributions for Federal Tax purposes. However, they may be tax deductible as ordinary and necessary business expenses.

Name (print)

Signature

SCHEDULE B
INSURANCE PLAN SUMMARIES

Benefit	Century Preferred Plan (001016-139)	Lumenos H S A (001016-153)
Costshares	<u>In Network</u> \$25 Office Visit Copay \$35 specialist copay	In and Out-of-Network services subject to Deductible & Coinsurance
	Unlimited Office Visit Maximum	
	<u>Out of Network (OON)</u>	
	Subject to deductible and coinsurance	Deductible (Individual/Family)- \$2,000/\$4,000
	Deductible - \$500/\$1000/\$1000	Coinsurance- 100% INN & 80/20% OON
	Coinsurance maximum \$500/\$750/\$750	Out-of-Pocket Maximum (Individual/Family)- \$3,000/\$5,000 INN & \$4,000/\$8,000 OON
	In-Network Cost Share Max: \$6,600/\$13,200/\$13,200	
	Out-of-Network Cost Share Max: \$1,000/\$1,750/\$1,750	
	Lifetime Max In and Out of Network is Unlimited	Lifetime Max In and Out-of-Network is Unlimited
Preventive Care		
Pediatric	In Network: Covered	In Network: Covered
	Once a Year	Once a Year
	Out of Network:	Out of Network:
	80% after annual deductible	80% after annual deductible
Adult	In Network: Covered	In Network: Covered
	Once a Year	Once a Year
	Out of Network:	Out of Network:
	80% after annual deductible	80% after annual deductible
Vision	In Network	In-Network: Covered
	Covered once a year	Covered once a year
	No Copay	
	Out of Network	Out of Network
	80% after annual deductible	80% after annual deductible
Gynecological	In Network	In Network: Covered
	Covered one every year -No Copay	Covered once every year
	Out of Network	Out of Network
	80% after annual deductible	80% after annual deductible
Medical Benefits		
Medical Office Visit	Primary Care -In Network \$25 Copay	In and Out-of-Network
	Out of Network	Subject Deductible & Coinsurance
	80% after annual deductible	
	Specialist In Network \$35 Copay	

	Out of Network	
	80% after annual deductible	
Outpatient PT/OT/ST	In Network: \$35 Copay	In and Out-of-Network
Chiro	Covered up to 50 combined treatments per member per calendar year	Subject Deductible & Coinsurance Covered up to 50 combined treatments per member per calendar year. Excess coverage covered subject
	Excess coverage covered Out of Network	to deductible and out-of-network coinsurance
	Out of network - 80% after deductible	
Allergy Services	\$35 Copay for office visits and testing	In and Out-of-Network
	No copay for injections	Subject Deductible & Coinsurance
	Out of Network	80 visits in a 3 year period for injections
	80% after deductible	
	80 visits in a 3 year period for injections	
High Cost Diagnostics	In Network: Covered	In and Out-of-Network
MRI, CAT Scan, PET Scan...	Out of Network	Subject Deductible & Coinsurance
	80% after deductible	
Diagnostic Lab & X- ray	In Network: Covered	In and Out-of-Network
in a Hospital Setting	Out of Network	Subject Deductible & Coinsurance
	80% after deductible	
Diagnostic Lab & X- ray	In Network: Covered	In and Out-of-Network
	Out of Network	Subject Deductible & Coinsurance
	80% after deductible	
Surgery Fees	In Network: Covered	In and Out-of-Network
	Out of Network	Subject Deductible & Coinsurance
	80% after deductible	
Office Surgery	In Network: Covered	In and Out-of-Network
	Out Of Network	Subject Deductible & Coinsurance
	80% after deductible	
Outpatient Mental	In Network \$25 Copay	In and Out-of-Network
	Out of network - 80% after deductible	Subject Deductible & Coinsurance

Emergency Care		
Emergency Room	In or Out of Network: \$150 Copay Waived If Admitted	In and Out-of-Network Subject Deductible & Coinsurance
Urgent Care	In Network: \$25 Copay	In and Out-of-Network
In participating facilities	Out of Network - No Coverage	Subject Deductible & Coinsurance
Ambulance	covered 100% land or air	In and Out-of-Network Subject Deductible & Coinsurance
	Emergency Situations	Emergency Situations
Inpatient Hospital	All hospital admissions require pre-cert	All hospital admissions require pre-cert
General/ Medical	In Network: \$300 per admission	In and Out-of-Network
Surgical/Maternity	Out of Network 80% after deductible	Subject Deductible & Coinsurance
(Semi-Private)		
Ancillary Services	Covered	In and Out-of-Network
(Medications/Supplies)		Subject Deductible & Coinsurance
Psychiatric	In Network: \$300 per admission	In and Out-of-Network
		Subject Deductible & Coinsurance
	Out of Network 80% after deductible	
Substance Abuse	In Network: \$300 per admission	In and Out-of-Network
Detox		Subject Deductible & Coinsurance
	Out of Network 80% after deductible	
Rehabilitative	In network: Covered up to 60 days per calendar year	In and Out-of-Network Subject Deductible & Coinsurance
	Out of Network 80% after deductible	Covered up to 100 days per calendar year
Skilled Nursing Facility	In Network: \$300 per admission	In and Out-of-Network
	Out of Network 80% after deductible	Subject Deductible & Coinsurance
	Covered up to 120 days per calendar year	Covered up to 120 days per calendar year
Hospice	No per admission copay	In and Out-of-Network
		Subject Deductible & Coinsurance

Outpatient Hospital		
Outpatient Surgery	In Network: \$100 copay	In and Out-of-Network
Facility Charges	Out of Network 80% after deductible	Subject Deductible & Coinsurance
	Prior Authorization Required	Prior Authorization Required
Diagnostic Lab & X-ray	In Network: Covered	In and Out-of-Network
	Out of Network 80% after deductible	Subject Deductible & Coinsurance
Pre Admission Testing	In Network: Covered	In and Out-of-Network
	Out of Network 80% after deductible	Subject Deductible & Coinsurance
Other Services		
Durable Medical Equipment	In Network: Covered	In and Out-of-Network
	Out of Network 80% after deductible	Subject Deductible & Coinsurance
		Limited to Specific Items
Prosthetics	In Network: Covered	In and Out-of-Network
	Out of Network 80% after deductible	Subject Deductible & Coinsurance
Home Health Care	In Network: Covered up to 200 Visits per calendar year	In and Out-of-Network
		Subject Deductible & Coinsurance
	Out of Network 80% after deductible & 50% coinsurance	Covered up to 200 visits per calendar year
Prescription Drugs	MP4 3 Tier Rx	\$5 Tier 1/\$25 Tier 2/\$40 Tier 3 @ retail pharmacy
	\$5/\$20/\$35 copays 2x mail order	\$7.50 Tier 1/\$37.50 Tier 2/\$60 Tier 3 @ Mail Order
	30 days retail/90 days mail order supply	30 day supply retail/90 day supply mail order
	Unlimited Maximum	Unlimited Maximum

**SCHEDULE C
WAGE RATES**

	July 1, 2014	July 1, 2015	July 1, 2016	July 1, 2017
Head Security Guards	19.51	19.90	20.35	20.81
Security Guards	17.79	18.15	18.56	18.98