

Health Benefit Changes Effective July 2007

As a result of contract negotiations, effective July 1, 2007 the following will be in effect for those employees covered under CWA, IFPTE, and employees with no majority representation for collective negotiation purposes (non-aligned managers.)

Health Benefits Rates:

- The new contribution rate is 1.5% of annual base salary for all health plans (NJ PLUS, all HMOs, and Traditional) regardless of coverage type (single, parent/child, family, etc.) The contribution amount will change any time there is a change in an employee's annual base salary.
- The new deductions will be reflected in the paycheck received on 7/27/07. Deductions will be taken on a pre-tax basis, unless notified otherwise.

Co-payments and contribution changes:

- For NJ PLUS and all HMOs, the co-payment for primary doctor visits and visits to a specialist will be \$15. Co-payments for a visit to an emergency room will be \$50, the co-payment is waived if admitted to the hospital.
- The prescription drug benefit plan has been modified to include a third tier of co-payments:
 - For purchases at a retail pharmacy the co-payments for a 30 day supply are \$3 for generic drugs, \$10 for brand name without generic equivalents and \$25 for brand name drugs where a generic equivalent is available.
 - For purchases through Mail Order the co-payments for up to a 90-day supply remain \$5 for generic drugs, \$15 for brand name drugs without generic equivalents and \$40 for brand name drugs where a generic equivalent is available.

Employees are permitted to waive their SHBP medical and prescription coverage to avoid the 1.5% contribution from salary – provided they have other health care coverage. Employees may also add dependents through August 31, 2007 who have lost health coverage to their current coverage. A State Employee Waiver/Reinstatement form and a State Health Benefits Program Application must be completed.

Further information and forms are available in Human Resources, or on the HR web page www.rowan.edu/hr under pensions and benefits.