



**ARTICLE 16**  
**HOSPITALIZATION**

**Section 6.1.** The Employer agrees to provide group health insurance for all eligible employees and their dependents. This coverage includes medical, dental, and vision benefits. The employee is initially responsible for co-pays or deductibles as specified in the health and dental insurance plan. In addition, employees will pay a bi-weekly ~~seven percent (7%) twenty percent~~ ~~(20%)~~ ~~co-share of health insurance premiums charged to the Township. The Employer will reimburse the employee the following amounts on a calendar year as shown below:~~

P.K.  
DB  
8% 2014  
9% 2015  
10% 2016

**Maximum Reimbursement**

Single	\$1,000.00
Family	\$2,000.00

~~Said reimbursement cannot be applied to health insurance premiums.~~

~~The employer reserves the right on an annual basis to decide whether to include any employee paid deductibles into the annual maximum reimbursement amount. Employment beginning midyear will be reimbursed on a pre-rata basis. It shall be the responsibility of the employee to provide the appropriate documentation to show that the payments have been paid for that year. All documentation and requests for payment shall be provided to the third party administrator by the Friday proceeding the 1<sup>st</sup> or 15<sup>th</sup> of each month during that year but no later than April 15<sup>th</sup> of the following year you for which you are seeking reimbursement. Employee reimbursement checks will be processed and issued on the 1<sup>st</sup> and 15<sup>th</sup> of each month.~~

In addition, the employer shall offer life insurance to bargaining unit members.

The parties shall maintain a Cost Containment Committee consisting of management representatives and representatives of all bargaining units which will meet regularly to discuss health insurance issues.

**Section 6.2.** ~~The parties hereby agree to meet in special Labor/Management meetings for purposes of correcting, if possible, the circumstances and questions that are outstanding regarding coverage of the group health insurance plan. The parties may request representatives of the carries to be present in these meeting.~~

**Section 6.3.** An employee's spouse who is eligible for group health insurance through his or her own employer may ~~not~~ be covered as a dependent under the Township health insurance plans (medical, vision, and dental) ~~only if he or she has enrolled in the group health insurance provided by their employer. For the spouse, their employer's coverage will be primary and this coverage will be secondary.~~ The employee will be responsible for one hundred percent (100%) of the

This coverage will be secondary. P.K. DB

Current P.K. DB Language

DB  
Current  
Langstaff P.H.

HOSPITALIZATION (continued)

~~additional cost for the spouse to be covered. If the cost of the health insurance for single coverage to township employee's spouse as offered by his or her employer is greater than two (2) times the increased cost to cover the spouse under policy with Springfield Township, they will be exempt from the terms of the Spousal Waiver.~~

~~Springfield Township reserves the right to require all employees who apply to have their spouses covered as dependents under the plan to provide information about the health benefits available through the spouse's employer and satisfactory evidence that the spouse has been enrolled in the other employer's group health plan.~~

FOR THE EMPLOYER:

*Leslie Kokli*  
*[Signature]*  
*[Signature]*

FOR THE UNION:

*Jul L. Blyth*  
*Paul R. [Signature]*  
*E. [Signature]*

Date Submitted: \_\_\_\_\_

Date Signed: 12/3/13