

Resolution No. 2023-01
Unitarian Universalist Fellowship of Central Oregon

A Resolution to modify Employee Manual section 10.1 on Health Insurance

The Unitarian Universalist Fellowship of Central Oregon (UUFCO) makes the following findings:

- a. UUFCO has budgeted for health insurance subsidy amounts based on offering UUA health insurance to our employees.
- b. For employees who have lower incomes, ACA insurance can be less costly to purchase than the UUA insurance, but current UUFCO policy does not provide any financial support for employees who opt for this insurance.
- c. Reimbursing health insurance payments up to the amount budgeted for UUA coverage would be a significant and important benefit to our employees, with no costs beyond those already budgeted, and would align with our values of caring for employees.

Therefore, the UUFCO Board resolves as follows:

1. The employee handbook shall modify section 10.1 on Health Insurance to say that UUFCO will reimburse employees for non-UUA health insurance up to an amount that UUFCO would have paid the employee if they opted in to the UUA health coverage.
2. Language in the updated employee handbook section 10.1 shall specifically be changed to read:

10.1 Health Insurance

Employees who work 750 hours (.36 FTE) or more per year are offered the option of purchasing health insurance by enrolling in the group plan sponsored by the UUA. UUFCO will pay the premium and deduct the cost of the premium from the employee's check. (no subsidy)

When the employee reaches .5 FTE, UUFCO will pay the premium and deduct 50% of the UUA premium cost from employee's paycheck (50% subsidy); when employee reaches 1 FTE, UUFCO will deduct 20% of the UUA premium cost from employee's paycheck (80% subsidy).

Although spouses, domestic partners, and families are eligible for enrollment in the UUA Medical plan, UUFCO will only reimburse the premium for employees.

If employees opt to purchase other health insurance than the UUA group plan, UUFCO will reimburse the employee for premium expenses up to the dollar value that UUFCO would have been contributing if the employee had purchased the UUA group plan, not to exceed the amount actually paid in health insurance premiums by the employee.

This resolution takes effect immediately upon adoption.

Date of first majority board vote: November 16, 2023

Date of 2nd majority board vote, or first **unanimous vote**: November 16, 2023

BOARD APPROVAL AND ADOPTION: November 16, 2023

Signature _____

John McKee, Board President

Signature and date attested by: _____

Jazlyn Halberstadt, Board Secretary