

## **Motion on Modernization of**

### **Minneapolis Retail Meat Cutters and Food Handlers Health and Welfare Fund**

1. Option by bargaining parties to bargain either weekly or monthly contribution rate structure.
2. Elimination of contribution rate tunnels but subject to calculated load factors based on negotiated waiting periods for ongoing contributions as determined by Segal.
3. Move to prospective health coverage with Part-time and Full-time benefit eligible employees obtaining coverage from the first day of the month following due date of contributions through the end of the month following the month in which contributions are due after termination of employment. Example: Employee hired in January 2024, contribution due February 2024, coverage starts March 1, 2024. Employee terminates January 2025, contributions due February 2025, coverage ends March 31, 2025.
4. Replace unused grace weeks with HRA accounts of equivalent economic value. Unused grace weeks shall be determined as of the effective date of transition to prospective coverage under new CBAs but no earlier than January 1, 2025.
5. Annual open enrollment utilizing an evergreen enrollment structure (automatically enrolled from prior year unless changes or disenrollment requested) to be available to all eligible employees regardless of prior opt-outs. Wilson McShane to handle all open enrollment for January 1, 2025 coverage with open enrollment to run from 9/15 to 10/31. Process to include telephonic and in-person assistance.
6. Option by employers to adopt tiered rate structure or composite rate structure provided the structure is adopted by the employer during negotiations and is in effect for the duration of the CBA.

7. No requirement by employee to requalify with a new waiting period if the employee returns to work within 12 months of termination of coverage.
8. The bargaining parties shall have the ability to negotiate over waiting periods shorter than twelve months provided that the calculated load factors as described under Number 2 above shall be adjusted by Segal to reflect cost neutral monthly or weekly contribution rates among employers.
9. Effective date for implementation is the earlier of (i) the effective date of the CBA following the final agreement of the Trustees as to design changes or (ii) the date agreement is reached under a reopener allowed under the CBA, but in no event sooner than January 1, 2025. However, open enrollment process and changes described under Number 5, above, are effective for calendar year 2025 coverage, including the open enrollment process taking place prior to January 1, 2025.
10. All other terms and conditions related to contributions and eligibility for health and welfare benefits under existing plan documents that are not addressed under this proposal remain the same and continue in effect.