



State Employees Bargaining Agent Coalition

- > Administrative & Residual Union Local 4200/AFT
- > AFT Connecticut
- > American Association of University Professors – Connecticut State University
- > American Association of University Professors – UCONN
- > American Federation of State, County, & Municipal Employees - Council 4
- > Congress of Connecticut Community Colleges/ SEIU Local 1973
- > Connecticut Association of Prosecutors
- > Connecticut Employees Union Independent/ SEIU Local 511
- > Connecticut Federations of School Administrators Local 61
- > Connecticut Police and Fire Union/IAFF-IUPA
- > Connecticut State Police Union
- > CSEA SEIU Local 2001
- > International Brotherhood of Police Officers/SEIU Local 731
- > New England Healthcare Employees Union, District 1199/SEIU
- > UCONN Health Center Faculty-AAUP

The State Employees Bargaining Agent Coalition

Health Enhancement Program Will Save Lives, Control Costs; It Won't Change Our Benefits or Plan Design

June 13, 2011

Some state employees have wondered how the Health Enhancement Program (HEP) included in the tentative agreement (TA) can both save lives and reduce costs. Consider these sobering statistics, courtesy of an independent actuarial analysis provided the state's labor-management Health Care Cost Containment Committee:

- There were 880 state employees (or retirees) or their dependents treated with chemotherapy for colon cancer in 2005 -- twice the national average, primarily because screenings for males is alarmingly low. The vast majority of these **cases and deaths are preventable with a colonoscopy.**
- Based on national statistics, **half of these individuals have died in the past five years from colon cancer.** That's approximately 440 state employees who would still be alive had the HEP been in effect and all state employees received a screening.
- The drug for treating colon cancer costs approximately \$9,500.00 monthly. That's **over \$5 million spent on this one preventable illness alone.**
- Among the state employee or early retiree female population between the age of 50 and 64, **only 2/3 get an annual checkup.**
- Among the state employee or early retiree male population between the age of 50 and 65, **only 1/3 had an annual checkup.**

Our new Health Enhancement Program is designed to make sure people have the information they need to make decisions that can improve their health -- decisions that can save their lives. It will save money for the state and for state employees, who pay about 14% of the state's healthcare costs through their premium shares. It is truly a "win-win," and is not one of the "concessions" negotiated under the agreement.

As State Employees Bargaining Agent Coalition (SEBAC) bargaining unit members begin voting on the TA, it's important to focus on the facts. One of the many benefits of collective bargaining is that it prevents employers from unilaterally changing the terms and conditions of our employment. As long as our pension and healthcare agreement remain in effect, neither the General Assembly nor the governor can change our plan. If our agreement were to expire, then we would be exposed to losing our benefits, or having them combined with some other state program.

That's why those individuals inventing some connection between various Sustinet proposals and our SEBAC 2011 agreement have it precisely backwards. SEBAC 2011 extends for five more years our protection from any change in our benefits made by the employer. Without it, those changes could happen in five years.

A joint SEBAC and Malloy Administration statement clarifying the status of the State Health Plan under this or any future mutual agreement, as well as the latest "Question & Answer" videos are online at www.InThisTogetherCT.org.

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