



NYSOPBA

## Retiree Chapter

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## Benefits of the Retiree Chapter

- \$20,000 Permanent Life Insurance policy
- Retirement award of \$10/yr of service
- Personalized plaque to honor dedicated service
- \$100 Eyeglass Reimbursement
- Discounted Vision benefit through Davis Vision
- \$600 Dependent scholarship program

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## Retiree Chapter Benefits cont'd

- Membership mailings and emailing's including The Independent
- Optional Dental Plans through EmblemHealth administered by Norvest
- Optional Vision plan though VSP administered by Norvest
- Optional group rated home, auto, personal and pet insurance through Norvest
- Retirement Specialist

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## Membership as of January 31, 2018

- 10,026 total.
- 828 are within their first free year of membership
- 9,198 are actively paying dues.

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## Retiree Chapter costs

- As of January 31, 2018 Chapter had 9,198 of 10,026 members pay \$25/yr.
  - Yields \$229,950
- NYSCOPBA Retiree Chapter costs up to 1-31-2018 were \$535,990
  - Annual deficit of **\$306,040**

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## Today's Climate

- With the upcoming lawsuit of Janus vs AFSCME, it is a very real possibility that the Supreme Court could rule in favor of Janus eliminating fair share fees for employees looking to opt out of Union membership.
- History shows that public employee unions, in other states, who have lost their fair share fees have experienced a significant drop in union membership which could result in the Retiree Chapter then becoming an even larger financial burden for NYSCOPBA.
- As of 1-31-2018 the Chapter is already dependent on active members dues annually to the amount of **\$306,040**.

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## Today's Climate cont'd

- If the financial burden was too great and the Chapter was dissolved, the Retiree would have to pay for the basic benefits of Life, dental and vision insurance out of pocket.
- Cost comparisons are as follows:

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## Life Insurance comparison

- AARP

Requires medical screening.

Exchange for permanent coverage without medical exam any time until insurance **ends at age 80.**

Male/Female rates

No differentiation for smoker/nonsmoker

**\$20,000 — Annual Premium**

Age	Male	Female
50-54	\$276	\$204
55-59	\$396	\$300
60-64	\$552	\$444
65-70	\$720	\$612
70-74	\$1,032	\$912

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## Life Insurance comparison cont'd

### Whole Life Commercial Insurance Carrier

Full Medical Underwriting  
Coverage in effect throughout your Life  
Male/Female Rates  
Nicotine/non-nicotine rates

\$20,000 — Annual Premium

Age	Male NYS
50	\$634
55	\$932
60	\$1083
65	\$1398

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## Dental Insurance Comparison

	NYSCOPBA Retiree - Dental Choices			
	NYS Civil Service		NYSCOPBA Retiree Chapter	
	NYS COBRA 36 Months	DIRECT PAY/EMBLEM	EMBLEM BASIC	EMBLEM ENHANCED
Single	\$27.55	\$37.41	\$16.43	\$37.71
Mbr plus 1	n/a	\$70.42	\$30.22	\$72.86
Family	\$73.37	\$104.41	\$48.88	\$125.86

\* ALL RATES ARE MONTHLY

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## Dental Insurance Comparison cont'd

### COMMERCIAL CARRIER - DELTA PLATINUM (\$1500 pp)

Single	\$49.58
Member plus 1	\$91.94
Family	\$134.28

- **Unable** to find a commercial plan with similar benefits to NYSCOPBA's Emblem Basic Plan.
- Closest comparable commercial plan to NYSCOPBA's Enhanced plan (\$2,000 pp per yr) was Delta Platinum
- Commercial Insurance plan premiums will differ depending on age, gender, smoker/non-smoker and location.
- Also, waiting periods of 18 months or longer, co-pays and co-insurance apply to teeth cleanings, restorative, oral surgery, extractions, x-rays, crowns, root canals, periodontics, dentures, fluoride, sealants, bridges, and endodontics.

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## Vision Insurance Comparison

- Member's of the Retiree Chapter are given the benefit of the Davis Vision pre-purchase discount program.
  - No premiums
  - Services provided at discounted rates
  - Must use in network provider

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## Vision Insurance Comparison cont'd

	<i>NYSCOPBA VSP</i>	<i>COMMERCIAL CARRIER - VSP</i>
	<i>Annually</i>	<i>Annually</i>
Single	\$100.08	\$150.48
Mbr Plus 1	\$257.04	\$285.84
Family	\$381.96	\$390.60

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## Vision Insurance Comparison cont'd

- Eyeglass reimbursement
  - Allows Chapter Members to purchase prescription eyewear from the provider of their choice.
  - \$100 reimbursement per calendar year.
  - Claims must be submitted at year end but no later than March 31<sup>st</sup> of the following year.

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## Solutions

- If there are no changes and the Retiree Chapter continues to be dependent on active employees contributions; if/when the Supreme Court rules in favor of Janus over AFSCME, there is the real possibility that the Retiree Chapter would have to be dissolved due to the financial burden it creates on NYSCOPBA.

OR

- Make and adopt a change to the NYSCOPBA Constitution and raise the dues for Retirees.

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## Solutions cont'd

- By raising the Retirees dues this in fact would make the Retiree Chapter more solvent and would:
  1. Be a minimal financial burden to NYSCOPBA
  2. Allow for possibilities of expanding benefits to Retirees
  3. Most importantly, guarantee that the benefits for future Retirees will still be available.

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## Retiree Dues options

- Dues are currently \$25/yr or \$2.08/month and have been the same since it's inception almost 20 years ago. To ensure that the Chapter is protected and continues to provide the benefits that you depend on there was an amendment submitted:

To increase the dues to **\$50/yr** or **\$4.17/mo.** which will yield \$501,300. The Chapter would still have a deficit of **\$34,690** which NYSCOPBA will pay to support the Chapter.

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## NYSCOPBA Retiree Chapter



# Any Questions?

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