

**TOWN OF READING, MASSACHUSETTS**  
**Health Insurance Agreement**  
**July 1, 2025 through June 30, 2026**

The following are the understanding of the terms of agreement on the issue of health insurance for the employees and retirees of the Town of Reading.

1. Effective **July 1, 2025**, the Town of Reading will provide through MIIA to its active and retired employees, for a period of twelve (12) months, subject to renewal, the following Blue Cross/Blue Shield products:
  - “PPO Blue Options v.5” a PPO product - a summary and rider is attached to this agreement,
  - “Network Blue Options v.5” an HMO product - a summary and rider is attached to this agreement; and
  - For Medicare eligible retirees - Medex 2, a Medicare supplement, and Blue MedicareRx, a Medicare Part D prescription drug plan.
  
2. Effective **July 1, 2025**, the Town will pay 71% of the cost of the above insurance plan. If neither the Town nor the Public Employee Committee submits a written request for negotiations prior to **January 1, 2026**, the previously agreed upon 71%/29% split will remain in force. If either party submits a timely written request, negotiations will begin no later than **January 9, 2026** on the cost sharing effective **July 1, 2026**. If negotiations are not successful by **March 1, 2026**, as that date may be extended by mutual agreement, then both parties agree to mediation. During the mediation the current negotiated 71%/29% split will remain in effect. This time table may be modified by mutual agreement of the Town and the Public Employee Committee.
  
3. The Public Employee Committee, made up of representatives of each of the Town's Bargaining Units and a retiree appointed by the Retired State, County and Municipal Employees Association, will continue to meet twice or more during the term of this agreement. The Public Employee Committee will monitor health insurance claims and other data provided by the insurer with a focus on current trends and all other items that may affect premiums. These meetings will be open to any active employee(s) and retiree(s).
  
4. **If the retiree intends to exercise the following option, they must contact HR at the start of year 9. HR will then guide the retiree through the process in order to qualify.** The Town will allow retirees to join or re-enter the health insurance program provided that the retiree's retirement date is within 10 years of the enrollment effective date and falls under one of the following circumstances:
  - I. Due to a qualifying event.  
(Involuntary loss of coverage, marriage, birth of a child, etc.)
  - II. At the annual open enrollment period.  
(Non-Medicare Plans = July 1<sup>st</sup>, Medicare Plan = January 1<sup>st</sup>)

A retiree and/or their family may exercise this right only once. If a retiree opts to take Town coverage under this paragraph and then drops the coverage, they will not be permitted to re-enroll. A retiree or a spouse of a retiree who is enrolled in the health insurance plan may transfer from one product to another product at each open enrollment date provided they are eligible for that product.

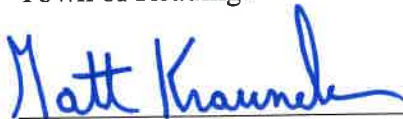
If a retiree requests to add a family member due to a qualifying event or at open enrollment, and said retiree enrolled in a Town health plan prior to the 10-year deadline, they may add said family member regardless of the time since retirement, provided that said family member has not already added and dropped coverage since the date of retirement.

5. The Town Manager and the Select Board agree to request a health insurance budget for each year in an amount not less than the rate required to cover currently insured employees and retirees, at the rate specified in this agreement.
6. This agreement shall become effective upon ratification by the Public Employee Committee and by the Select Board.
7. Dental insurance is available for active employees and retirees. The premium of the dental insurance shall be paid entirely (100%) by the active employee or retiree.

This agreement shall be effective **July 1, 2025** and shall remain in full force until **June 30, 2026** unless extended beyond that date due to the provisions of paragraph 2 above for those provisions eligible for extension.

Town of Reading:

Public Employee's Committee



Matthew A. Kraunelis  
Town Manager



Arthur H. Vars