

FIRST UNITARIAN
CONGREGATIONAL SOCIETY
BROOKLYN
A UNITARIAN UNIVERSALIST CONGREGATION

Health Insurance Contribution Policy for New Hires

Whereas the Finance Committee and Board of Trustees are charged with managing the congregation's resources wisely, and

Whereas the Congregation is committed to ensuring that all its employees have liberal health insurance benefits, and

Whereas some healthcare plans are sufficiently expensive that their costs, if borne entirely by the Congregation, may limit spending on other program priorities, while other plans provide satisfactory insurance at a lesser cost, and

Whereas asking staff to contribute a portion of the premiums for their health insurance plans will align the interests of staff and the congregation in seeking cost-effective insurance plan options, and is consistent with the practices of the vast majority of U.S. employers who provide health insurance benefits, now

Therefore, the Finance Committee recommends that the Board of Trustees establish an updated Health Insurance Contribution policy for staff hired on or after July 1, 2022, such that staff hired after this date will be required to contribute 10% of the monthly health insurance premium for their individual plans, and 50% of the additional premium cost for any family members covered by their plans.

Adopted by the Board April 14, 2022