



Together we protected our PPO healthcare!

We know that using our union voice to ensure we have quality and affordable healthcare is incredibly important to us as frontline healthcare workers. That's why when Compass Health management proposed that we move to a high deductible plan starting in July, many of us were very concerned because we know under these plans that the deductible means patients forego needed care. When our elected delegates met with management we sent the strong message that we believe that implementing the new health plan would violate our contract.

The good news is that management has decided to offer two plans in the upcoming open enrollment period—our current PPO plan and the new high deductible HSA plan—meaning we have a choice to pick one or the other for the coming year. While Compass Health will cover the deductible for the HSA plan we believe it will have higher out-of-pocket expenses for some members due to changes in how prescriptions are covered and how co-pays are handled under the new plan.

Comparing the two healthcare plan options:

Current PPO Plan	New Health Savings Account (HSA) plan
Out of pocket max Individual: \$2,000 Family: \$6,000	Out of pocket max Individual: \$3,500 Family: \$7,000
Deductible Individual: \$0 Family: \$0	Deductible Individual: \$1,500 (paid by Compass in monthly installments) Family: \$3,000
Coinsurance Member pays 10%	Coinsurance Member pays 30%
Office visit and hospitalization co-pays Member pays 10%	Office visit and hospitalization co-pays Member pays 30%

*All comparisons are for in-network expenses



"I'm so pleased we were able to hold the line and preserve our current healthcare plan. We know this will be a top issue when we go to renegotiate our contract next year so we will all need to stick together and show our public unity around maintaining quality healthcare benefits here at Compass Health."

Marla Johns, Clinician II San Juan County