

We have a voice in our healthcare

We are committed to staying healthy with our Highline Core Plan

We believe that affordable care is a basic right for all of us. We need to be able to care for our families so that we can care for our patients. We know that having a union means we have a voice to negotiate our own healthcare plan. The Highline Core Plan means that our needs are met and we have access to full benefits without paying thousands. When CHI proposed eliminating the Core Plan, we took action including picketing and voting as a union to go on strike in order to make sure our families would be able to keep a quality healthcare plan. We won and continue to have access to one of the only low deductible plans in the entire CHI system.

Our Highline Core Plan goes beyond other plans

We know that cost can be a barrier to getting care and designed our Core Plan to make sure we had access to local providers at affordable rates. It was unacceptable when CHI proposed eliminating the Highline Core Plan and replacing it with the CHI High Deductible Healthcare Plan (HDHP/HSA) that could cost us \$2700 – \$5400 out of pocket before seeing benefits begin. Through our actions as a union, we have kept the Highline Core Plan at Highline and it continues to be the lowest cost plan available.

Because of our unity, we won a plan that has:

- **Low deductibles — the amount we pay upfront.**
- **Low co-pays for primary and specialty care.**
- **100% coverage for hospital inpatient and outpatient care.**
- **No additional co-insurance for specialty care.**
- **Low prescription co-pays.**

We took action to fix billing errors and keep our doctors

After we spotted billing mistakes, we took action and met with management through the grievance process. Now, CHI and Zenith are committed to the following for our Core Plan and we can count on reliable quality care:

- All billing errors were fixed and anyone overbilled was reimbursed.
- We can bring questions to Highline human resources and they will be addressed directly.
- We can continue seeing our doctors and specialists.

With issues between CHI and Zenith resolved, we can focus on picking the healthcare plan that is right for us.



The Core Plan is affordable:

"I use the Highline Core Plan through Zenith to cover myself and my children because it is the most affordable plan. We are all healthy and go to the doctor maybe 2 – 3 times a year. That means a one-time copay only. With the high deductible plan I would be paying up to \$5400 in deductibles. I can count on costs always being low with our core plan."

Tracy Lay, RN, PCU.



The Core Plan gives us access to the care we need:

"I've worked here over 20 years and use the Highline Core Plan because it's been good to me. I can't afford the other plans because you pay a high deductible. Finding the right doctor is not difficult – just like any plan, you can call to find out if they are taking the Zenith plan, look online, or get a referral from your doctor. I routinely see a specialist and know that I can always count on low costs with this plan."

Valerie Corely, HUC, Telemetry



The Core Plan has a low out of pocket maximum

"CHI is a system that wants employees to do more and pay more for less. I could not afford the high deductible CHI plan. Maybe nobody in my department could afford it, especially with kids you have to pay \$5400. That's why we need to stand up for the plan that is right for us."

Maria Zetino, Housekeeper, EVS

We continue standing united for quality care and will be holding union membership meetings to discuss our healthcare needs and find out more about your union negotiated Core Plan:

Tuesday, October 16	11:30 am – 1:00 pm	Cafeteria round table
Wednesday, October 17	6:00 pm – 11:00 pm	Cedar 1 and 2
Thursday, October 18	11:30 am – 1:00 pm	Cafeteria round table