

Affordable, Effective Healthcare Now!

Affording rent and groceries is challenge enough for us at DESC, but at least we knew we had good healthcare we could rely on. Our current plan makes accessing healthcare and getting the care we need very affordable to us. Many of us stay at DESC because of the quality of the healthcare. As a union our bargaining team wants to keep our healthcare affordable and effective.

Management’s proposal on healthcare is to shift us to a plan similar to our current “buy-down” plan — that would mean making our basic health insurance worse, and for those of us who want to keep healthcare similar to what we have now, management wants us to pay more than \$160 a month. That’s not a pay raise, that’s a huge pay cut!

Connect with your bargaining team member to help us send a message back to management that we deserve **AFFORDABLE AND EFFECTIVE HEALTHCARE NOW!**

Our Bargaining Team:

Patricia Towers 515, Admin	Robert Bash SC QAS	Howard Bess MCT, CSC
Des Anderson SC QAS	Itorye Taubman SUDS SHARP	Sam Conrad RC KSH
Dana Bell CSS Aurora House	Sasha Pollock Peer 216	Elise Moutsinga Janitorial, Main Shelter
Divina Maggi RC, Clement Place	David Helde SMC, Main Shelter	Jon Rios HOST ICM, 216
		Robert Steffen ES, Wall St.

How the different healthcare plans stack up:

Health Insurance Expenses that an Insured Coworker May Experience	Our current base plan — Premera PPO	Management’s proposed base plan — Kaiser HMO*
Deductible — What we have to pay before the health insurance kicks in	\$250	\$1,000
Co-insurance — The amount you pay for your medical expenses after you meet your deductible	0% of the total bill. If the bill is \$1,000 you pay \$0	20% of the total bill. If the bill is \$1,000 you pay \$200
Office Visit	\$20	\$30
Rx Costs	\$15 Generic/\$30 Name Brand	\$15/\$30/\$50

*Management’s proposal includes an HRA that we do not have any clarity on how it impacts the costs.



“What management is doing is a load of crock! It is frustrating and we don’t like the way management tries to use fluffed up language and pretends to be transparent. Management needs to be straightforward with all of us and bargain with us in good faith.”
Sasha Pollick, Peer



“We need more information. We are sick of this patronizing approach by management. It’s almost Trumpian in a way to make big promises without any real substance. Every meeting we have with management they talk about transparency but when it comes time to make important decision about our benefits, they aren’t transparent. We are committed to raising wages and providing the best healthcare possible but we need management to come to the table with all of the information.” **Jon Rios, HOST**



“We are in a staffing crisis, we have seen a number of case managers leave my worksite this week alone! Healthcare is one of the big reasons why people stay at DESC. Healthcare is too important! In order for us to move forward we need real, honest discussion with management and need them to come to table in good faith.” **Howard Bess, MCT**