



# Union strong through unprecedented times

Our healthcare benefits are an important part of our ability to take care of our families. Through our Health Benefits Labor/Management Committee, we've been able to work together with all unions and management at the same table to explore how to keep our medical benefits as affordable as possible.

When management told our committee that our medical benefits could go up in cost by \$5 million this year, we took action as a group to tell management that we need our benefits to remain affordable. Our committee was then able to agree upon a healthcare plan that will continue to have an affordable option for us and will help keep the overall cost of our healthcare affordable.

We were able to do this with a few specific changes:

- Walgreens will no longer be a part of our pharmacy network—this saves a significant amount of money for the plan and virtually anyone who uses Walgreens also has another covered pharmacy nearby or can use mail order prescriptions
- We will have the option of two different healthcare plans
- **Choice Plan:** This is the plan we're all on right now. The main pieces of it will stay the same (co-pays, deductible, etc.) but the monthly premiums we pay will be increasing
- **My Valley Plan:** This plan will have premiums close to what we currently pay for our healthcare plan but will offer \$0 deductible if we use VMC for our healthcare. Tier II providers (like UW, Children's) will be covered as if we're seeing a VMC provider if it's for a service that VMC doesn't provide

## How the plans compare

Choice Plan	My Valley Plan
<ul style="list-style-type: none"> <li>• Best if you see a lot of Tier II or Tier III providers for services also offered at VMC</li> <li>• Tier II provider is covered like a VMC (Tier I) provider/service if VMC does not offer the service/procedure</li> <li>• Costs more in monthly premiums</li> <li>• Gives more flexibility to use providers outside of VMC network</li> </ul>	<ul style="list-style-type: none"> <li>• Offers a way for those of us who only insure ourselves to have \$0 premium, \$0 deductible health insurance if we also earn our wellness points this year</li> <li>• Tier II provider/service/procedure will be covered like it's a VMC provider if VMC doesn't offer the service/procedure</li> <li>• Best for someone who uses or is willing to use VMC services except for when VMC doesn't offer the procedure/service</li> <li>• Costs less in monthly premiums than the Choice Plan</li> <li>• Does cost more for Tier II providers for services/procedures that are also provided by VMC</li> </ul>

**Turn for further comparison**



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Preventive  
Care and  
98point6  
for all plans

## How the plans compare - Continued

### Choice Plan

	Tier One	Tier Two	Tier Three	Out of Net
<b>Deductible</b>		\$400		\$550
<b>Coinsurance</b>	100%	80%	60%	50%
<b>Office Visits</b>	Copay only \$0 for VMC PCP/Urgent care	Copay only	Copay only	50%
<b>OOP Max</b>		\$2,500		\$6,000

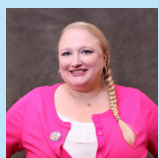
### My Valley Plan

	Tier One	Tier Two	Tier Three	Out of Net
<b>Deductible</b>	\$0	\$400		\$550
<b>Coinsurance</b>	100%	60%		50%
<b>Office Visits</b>	Copay only** \$0 for VMC PCP/Urgent care	Deductible then plan pays 60%		50%
<b>OOP Max</b>	N/A	\$4,450		\$6,000

\*\*No cost to patient when going to MyHeath Clinic

My Valley Medical Plan		(rates are per pay period)		
2021 Proposed Rates	Non-Wellness			
	<\$50K	\$50 - <\$100K	>\$100K	
Employee Only	\$16.62	\$26.31	\$39.69	
Employee plus Spouse	\$36.46	\$46.15	\$61.85	
Employee plus Children	\$23.08	\$32.77	\$47.08	
Employee plus Family	\$69.23	\$78.92	\$97.85	
	Wellness - Up to \$57 Monthly Discount			
	<\$50K	\$50 - <\$100K	>\$100K	
Employee Only	\$0.00	\$0.00	\$0.00	
Employee plus Spouse	\$12.00	\$21.23	\$35.54	
Employee plus Children	\$0.00	\$8.31	\$20.77	
Employee plus Family	\$43.38	\$52.62	\$71.54	

Choice Medical Plan		(rates are per pay period)		
2021 Proposed Rates	Non-Wellness			
	<\$50K	\$50 - <\$100K	>\$100K	
Employee Only	\$19.38	\$32.31	\$46.15	
Employee plus Spouse	\$42.00	\$56.31	\$71.08	
Employee plus Children	\$26.77	\$40.15	\$54.00	
Employee plus Family	\$79.85	\$96.46	\$112.62	
	Wellness - Up to \$65 Monthly Discount			
	<\$50K	\$50 - <\$100K	>\$100K	
Employee Only	\$0.00	\$0.00	\$0.00	
Employee plus Spouse	\$15.69	\$30.00	\$44.77	
Employee plus Children	\$2.31	\$13.85	\$27.69	
Employee plus Family	\$49.85	\$66.46	\$82.62	



"The My Valley plan is a new option for employees that I believe has potential to save members and their families a great deal of money. If you use Valley services, it's a win/win situation that I will definitely be utilizing

for myself and my family!" **Melissa Hawkins, MA, Covington Clinics**



"Given the challenges that VMC is facing, this is a good compromise that we were able to get through the Health Benefits Committee. When I first started at VMC, I didn't have to pay anything but compared to

other hospitals, our benefits are still good. We were able to keep costs low especially for those of us who only insure ourselves. The new plan called the My Valley plan is less expensive, pretty reasonable, and a smart idea if you are willing to have all of your care at VMC. I'm considering moving all my care from West Seattle to VMC just for that reason." **Liz Dryfoos, RN, Birth Center**

## Wellness Requirements Reduced for This Year

Because of the pandemic, our Health Benefits Committee negotiated with management that the requirements to earn our wellness credit for 2021 premiums be reduced. Wellness requirements still need to be completed by **November 30**.

### This year's reduced criteria:

- We have to earn 100 points in wellness activities—reduced from 150 points
- A spouse on the plan only has to complete the Health Risk Assessment

Log in to StayWell and finish your wellness requirements!

## Winning Security for our Families: Pro-Techs and Pharmacists Overwhelmingly Vote to Ratify Contract Extension

The pandemic has upended life for everyone, especially with another surge just around the corner. In this time of uncertainty we prioritized extending our Pro-Tech and Pharmacist contracts again with raises **now** that give us the economic stability we need immediately while allowing us to return to the bargaining table once we're through the pandemic.

Our bargaining team achieved its goals with our extension agreement that our co-workers overwhelmingly voted to ratify.

### Highlights of our agreement:

- Everyone in the Pro-tech and Pharmacist bargaining units will get 1.5% across-the-board increase the first full pay period after ratification—this is 6 months earlier than we would normally receive our across-the-board increase
  - Overall we'll have received 4.5% in wage increases within 6 months (3% this past April, 1.5% now)—the **largest increase** in a single year we've received in a long time
  - IR Techs will be getting an additional 5% market adjustment the first full pay period after ratification
- Management will work with us to do a market review of the other Pro-Tech jobs to evaluate whether they need market adjustments. At latest, those adjustments will take effect the first full pay period after December 16, 2020
- The first full pay period after April 1, 2021, the Pro-Tech bargaining unit jobs will get an additional 1% across-the-board increase

The Pro-Tech and Pharmacist contracts will expire on March 31, 2022, and we'll begin bargaining by January 18, 2022.



“Management initially didn't want to give us this much, including the additional 2021 raise for Techs so we can keep up with other hospitals, but we fought to get more as well as more to come for some areas that are further behind.” **Lynda Roberson, Ultrasound Tech**

## Give Us Enough Lab Staff to Keep Patients Safe: Taking Action for Lab Staffing to Protect Our Patients

Our lab coworkers are taking action to make sure management hears that we need safe staffing NOW. Short staffing has been a problem since before COVID, but now our Lab coworkers have been coming together to do actions — marching on management, delivering petitions, and wearing stickers. When our Lab doesn't have the right staffing, our patients suffer and care can be delayed. This is an issue that management needs to fix now, especially as we all prepare for the height of flu season paired with a potential surge of COVID cases.

Over the coming days and weeks we'll all need to show our unity with the Lab to demand the Lab staffing that our patients need.

Ask me what  
it's like working  
**short staffed!**

 **SEIU**Healthcare.  
United for Quality Care



"If Valley doesn't help the staff in the lab after their passionate and heart wrenching plea for proper staffing, then they have no heart or compassion. They could not have been more clear as to the problems and solutions that they laid out for

admin. Valley says 'patients first' but their actions speak otherwise. The new lab management has tried to intimidate the staff and union delegate into disregarding their own health needs to satisfy management's budget. We all need to stand strong with our lab co-workers!" **Maryann Gibbs, EVS**



"We are fighting in unity for our right to work with full staffing in a safe environment because staff and patients are not numbers."

**Adrienne Nixon, MLT, Lab**



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