

## We Won't Leave Any of Our Co-Workers Behind

When it comes to healthcare — especially behavioral healthcare — the relationship between patient and care provider is vitally important, and having to change and develop a new relationship is difficult. That is why we believe that we should not switch healthcare providers in the middle of a pandemic for the sake of the budget bottom line.

Over 300 of us signed a petition to management calling on them not to move to a higher deductible healthcare plan which would charge us \$160 a month if our provider isn't Kaiser. Many of us see care providers, therapists, counselors and psychiatrists who aren't Kaiser providers, and many of them don't accept Kaiser's insurance, which means we either have to pay the entire cost of our care, or change our providers.

With the money we have available for wages and benefits we can keep our Premera healthcare plan and get an 8% wage increase, which is significantly more than what management is offering many of co-workers. Our proposal to keep Premera and an 8% wage increase respects everyone equally and protects our most vulnerable co-workers.

### HRA's Cause Healthcare Costs to Shift to Workers

Our base Premera healthcare plan is great healthcare because it has a low deductible and no co-insurance. The co-insurance is the percent of the medical bill we pay after we pay our deductible. With our plan right now, management could not change how much comes out of our pocket when the budget is tight at DESC and they have to look for places to cut.

With an HRA, the amount that is funded can change year to year, and management has only guaranteed our healthcare for next year, with a one-year agreement, then we are back in bargaining where they could try and reduce the HRA funding. At some point in the future, instead of the \$250 we might pay next year, if we choose a Kaiser doctor to control our costs, we could be paying up to the \$1,000 deductible. By changing the healthcare plan from what we have now and know, we risk potential significant out-of-pocket costs in the future. We aren't willing to sell out our co-workers' behavioral healthcare now, or our future co-workers' out-of-pocket costs when the HRA is funded less or reduced.

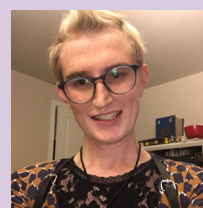


"Once you give up good healthcare, it's really hard to get it back. Management is proposing a higher deductible plan and promises they will cover the costs with a Healthcare Reimbursement Account. They say they don't plan on reducing the HRA, but they are already proposing reductions in healthcare! It takes so much time to build a working relationship with a provider. We are a healthcare organization, how can management not take the concern of changing providers more seriously?" **Itorye Taubman, SUDS Outreach CM SHARP Team**



"I want to understand DESC's long term plan. Do they plan on keeping the staff they have or are they hoping that we can all be replaced? When this pandemic is over, will DESC be remembered as an organization which took care of its workers during the pandemic? Not changing our healthcare in the middle of a pandemic would help that."

**Patricia Towers, Admin 515**



"DESC always says it values the most vulnerable clients. But their proposal could do real harm to our most vulnerable co-workers. I've spoken to my co-workers and they have told me that no amount of money will make them stay if they are forced to accept the healthcare that management is proposing. We work a hard and often dangerous job, we need healthcare which values our hard work."

**Divina Maggi, RC Clement Place**



"Management's proposal prioritizes hiring new staff over respecting the staff who work here now. People will leave if we accept management's offer, because many of our co-workers stay here for the healthcare. We stay at this job for more than just the wages. We also stay for the benefits and the respect. Management has refused to listen to us when we have said their healthcare proposal is unacceptable. We need management to actually listen to the people who work here."

**David Helde, SCM Ex Hall**