

# We fought off an increased Health Benefits Premium!

The Health Benefits Committee (formed by SEIU Healthcare 1199NW, OPEIU, and IUOE 302) were notified by Valley Medical of a predicted 10.5% increase of the total cost of health benefits for 2024.

After many weeks of heated discussion with Valley Medical, we pushed administration to agree to pay for the increases in order to not increase the cost of the premium for employees. Because of our union strength and the power of our Health Benefits Committee, we fought off this premium increase in order to keep healthcare affordable for us and our families.

We also secured that 10% of our unused wellness points that we earned this year roll over for the 2024 program. We encourage everyone to keep working on obtaining wellness points to qualify for the wellness discount premiums.



"It took several meetings and conversations with administration to discuss the premiums for next year and I think they finally get that we as the workforce should be their #1 investment. Not raising our premiums next year is the best decision they could have made. This is the best possible outcome for my coworkers. Morale was at an all-time low during Covid. With the raises and now this I hope we start to see our coworkers smiling again." - **Mary Ann Gibbs, EVS, Infusion Center**



"Admins were asking for a 10.5% raise in the cost of our healthcare benefits on top of paying an extra 1 percent of the cost. We worked together as a team to avoid any increases in our costs. We successfully represented the interests of our fellow employees." - **Liz Dryfoos, RN, Birth Center**

### Health Benefits Committee Members:

Liz Dryfoos, Co-chair, RN	Vivina Nguyen, Pharmacist	Caesar Tuguinay, RN, Float Pool
Mary Ann Gibbs, EVS	Dawn Seltz, RN, Pediatrics	

## 2024 Employee Benefits Premiums - Finalized

- Employee Premiums stay flat from 2023 to 2024

My Valley Medical Plan		(rates are per pay period)			
2024 Rates	Non-Wellness				
	<\$50K	\$50 - <\$100K	\$100 - \$150K	>\$150K	
Employee Only	\$15.39	\$23.09	\$30.78	\$46.18	
Employee plus Spouse	\$33.86	\$50.79	\$67.73	\$101.59	
Employee plus Children	\$21.55	\$32.32	\$43.10	\$64.65	
Employee plus Family	\$53.87	\$80.81	\$107.75	\$161.62	
Wellness - Up to \$70 Monthly Discount					
	<\$50K	\$50 - <\$100K	\$100 - \$150K	>\$150K	
Employee Only	\$0.00	\$0.00	\$0.00	\$0.00	
Employee plus Spouse	\$1.56	\$18.49	\$35.42	\$69.28	
Employee plus Children	\$0.00	\$0.02	\$10.79	\$32.34	
Employee plus Family	\$21.57	\$48.50	\$75.44	\$129.31	

Choice Medical Plan		(rates are per pay period)			
2024 Rates	Non-Wellness				
	<\$50K	\$50 - <\$100K	\$100 - \$150K	>\$150K	
Employee Only	\$18.30	\$27.45	\$36.60	\$54.90	
Employee plus Spouse	\$40.26	\$60.39	\$80.52	\$120.78	
Employee plus Children	\$25.62	\$38.43	\$51.24	\$76.86	
Employee plus Family	\$64.05	\$96.08	\$128.10	\$192.15	
Wellness - Up to \$70 Monthly Discount					
	<\$50K	\$50 - <\$100K	\$100 - \$150K	>\$150K	
Employee Only	\$0.00	\$0.00	\$0.00	\$0.00	
Employee plus Spouse	\$7.95	\$28.08	\$48.21	\$88.47	
Employee plus Children	\$2.31	\$6.12	\$18.93	\$44.55	
Employee plus Family	\$31.74	\$63.77	\$95.79	\$159.84	

**\$ Difference Per Pay Period**

Non-Wellness				
	\$0.00	\$0.00	\$0.00	\$0.00
	\$0.00	\$0.00	\$0.00	\$0.00
	\$0.00	\$0.00	\$0.00	\$0.00
	\$0.00	\$0.00	\$0.00	\$0.00
Wellness				
	\$0.00	\$0.00	\$0.00	\$0.00
	\$0.00	\$0.00	\$0.00	\$0.00
	\$0.00	\$0.02	\$0.00	\$0.00
	\$0.00	\$0.00	\$0.00	\$0.00

Non-Wellness				
	\$0.00	\$0.00	\$0.00	\$0.00
	\$0.00	\$0.00	\$0.00	\$0.00
	\$0.00	\$0.00	\$0.00	\$0.00
	\$0.00	\$0.00	\$0.00	\$0.00
Wellness				
	\$0.00	\$0.00	\$0.00	\$0.00
	\$0.00	\$0.00	\$0.00	\$0.00
	\$0.00	\$0.00	\$0.00	\$0.00
	\$0.00	\$0.00	\$0.00	\$0.00

Renewal Annualized Budget	Employee	Employer	Total
Total	3,651	\$3,760,489	\$63,046,406
		\$66,806,895	

Cost Share	5.63%	94.37%
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# You are invited to our General Membership Meeting at Valley Medical



**When:**  
September 15

**Where:**  
Auditorium at the MAC building

**Times:**  
3:30pm – 4:30pm  
6:00pm – 7:00pm



“The general membership meeting will give you an opportunity to meet your organizers and bargaining team. Come learn about how your voice can make a change at VMC.” - **Cori Lucas, RN**

We encourage everyone to attend and learn more about how we all can get ready for bargaining next year! In 2024, we are going to sit at the table with management and fight to make sure we get what we deserve with no takeaways. We will discuss how we can all participate in order to win a fair contract. At this meeting we will be going over our strategy for the upcoming negotiations and how to get the most out of our upcoming contract for 2024!

## Do you want to improve staffing in your unit? Nurses and PCAs will be a part of determining safe staffing guidelines next year

We are working on having a unit-based committee in every unit of the hospital to discuss staffing at Valley and we want you to be a part of it! In April, we had a major victory and passed a safe staffing bill here in Washington that aims to elevate staffing problems in hospitals by hearing workers' voices on what needs to be done for safe staffing. Soon we will be holding unit-based committees with management to review and change staffing matrices and strategies in order to ensure patient safety and prevent burnout of patient-side workers! If you are interested in participating, come to our membership meeting on September 15.



## Welcome to our new union delegates!

- ★ Juanita Powe, Cardiopulmonary Tech
- ★ Birpal Bhangu, PCA 3N
- ★ Troy Grace, Respiratory Therapist



“I am excited to represent my coworkers as a delegate and make sure our voices are being heard while we start bargaining next year. When we all stand together that makes us stronger. We will win not immediately but definitely!”

- **Birpal Bhangu, PCA, 3 North**