

# BARGAINING UPDATE

NOVEMBER 18, 2020

Last week we had two bargaining sessions, where we outlined what we need to reach agreement on our contract. We're proud that more than 20 of our coworkers showed up to represent us at bargaining. Together, we're showing management that we won't back down on what is essential to us: affordable healthcare and fair raises.

While Providence proposed a delayed 3 percent in the first year and 3 percent each year after – a 12 percent increase overall – management is still unwilling to provide retro pay and proposes making steep increases to the cost of our healthcare plans.

For the past year, we have successfully fought efforts to take away our PPO healthcare plan completely, and now Providence is forced to maintain our current healthcare plans through 2021. But, starting in 2022, management **wants to increase the cost of the PPO by 20 percent each year, and the cost of Providence's own healthcare plans, the EPO/HRA/HSA, by 10 percent each year.**

Providence maintains that these plans are fair and reasonable, but their proposals would mean exponential cost increases to us and our families over the life of the contract. Can YOU afford your family's healthcare at these costs?

FULL-TIME EMPLOYEE	Current cost (per pay period)	January 2024 cost (per pay period)	Increase over the life of the contract
Employee only	\$22.69	\$39.21	<b>72.8%</b>
Employee and adult	\$49.92	\$86.26	
Employee and children	\$43.11	\$74.49	
Family	\$72.61	\$125.47	
RPT3	Current cost (per pay period)	January 2024 cost (per pay period)	Increase over the life of the contract
Employee only	\$41.60	\$71.88	<b>72.8%</b>
Employee and adult	\$79.04	\$136.58	
Employee and children	\$91.52	\$158.15	
Family	\$133.13	\$230.05	
RPT4	Current cost (per pay period)	January 2024 cost (per pay period)	Increase over the life of the contract
Employee only	\$52.95	\$91.50	<b>72.8%</b>
Employee and adult	\$100.60	\$173.84	
Employee and children	\$116.48	\$201.28	
Family	\$169.44	\$292.79	

**We remain committed to winning a contract that actually protects our benefits and enables us to keep our families healthy. With Providence unwilling to budge, we need everyone to join our fight to win a fair contract.**

**Talk to your department bargaining team member, steward, or NUHW organizer about next steps and attending our NEXT BARGAINING SESSION:**

**Monday, November 23 at 6PM on Zoom**