

# WE HAVE A CONTRACT!

On March 5 we settled a Tentative Agreement with Morrison Living for our first contract! Now we have to vote to ratify it. The Bargaining Committee recommends a YES vote.

**Term of new contract:** The first contract with Morrison Living starts on March 1, 2021 and expires on May 10, 2021.

**Honoring our old contract with Sequoias:** Morrison Living will honor all terms and conditions of our old contract with Sequoias except for the items below, including pay rates, wage scales, sick leave balances, vacation accrual, seniority and hire dates, etc.

**Medical, Dental, Vision, Life, and Accidental Death and Dismemberment Insurance:** For Regular Full-Time and Regular Part-Time employees:

Plan	Normal cost for employees under Morrison (for employee only)	Cost for NUHW members under Morrison (for employee only)
Kaiser Bronze HMO	78.19/month	0
Kaiser Silver HMO	91.57/month	0
Kaiser Gold HMO	198.97/month	35.00/month
Bronze Plus PPO	97.82/month	19.62/month
Silver Plus PPO	139.65/month	48.08/month
Gold Plus PPO	325.22/month	161.25/month
Comprehensive Vision	8.55/month	0
Comprehensive Dental	13.32/month	0
Basic Life (up to \$10,000)	0	0
Supplemental Life (up to \$25,000)	1.50/month to 10.52/month	0
Accidental Death and Dismemberment	1.15/month to 1.70/month	0

For employees who wish to also cover their spouses or children on Medical, Dental, or Vision plans, Morrison will cover the amounts above, but the additional costs will be covered by the employee.

**FSA:** Also, Morrison will provide a Flexible Spending Account (FSA) for each employee. The account will be fully funded by Morrison in the amount below:

Plan	Yearly amount in FSA
Bronze plans	\$2,100
Silver plans	\$2,000
Gold plans	\$1,500

Employees can be reimbursed for out-of-pocket costs like copays and deductibles from these accounts.

At the end of 2021, employees may roll over \$500 to the next year's account. If there is any money left over after the rollovers, the rest of the money is all pooled together and divided evenly among all NUHW members as a cash bonus on May 1, 2022.

**Retirement benefits:** Each Regular Full-Time and Regular Part-Time employee will have a 401(k) retirement plan.

**Wage increase:** Effective March 1, 2021, Morrison will give each employee a raise of \$0.16/hour.

## VOTE ONLINE - MARCH 18 AND 19

Voting will begin at 9AM on Thursday, March 18. and end at 1PM on Friday, March 19.

Watch your email/texts for a link to the online ballot. Questions? Contact NUHW Organizer Mateo Rebecchi at (206) 218-6018 or mrebecchi@nuhw.org.

**The Bargaining Committee recommends a YES vote.**