

# 2015 TENTATIVE AGREEMENT OVERVIEW

- Active Medical Preserved ✓
- Pension Preserved ✓
- Retiree Medical Secured ✓
- Across the Board Raises ✓
- No Local Bargaining ✓



By taking action we did it together!

## ACTIVE MEDICAL AND DENTAL

**Active medical preserved**

**Maintained a plan with no deductibles**

**Active dental preserved and improved**

- Office visit, pharmacy, other co-pays remain the same
- ER co-pays (\$50 Northwest)
- Lifetime orthodontia increased to \$1,500 (per child)
- Flu vaccine or a surgical mask will be required during flu season while working in patient care areas.

## RETIREMENT

**Pensions fully preserved**

**401(k) match preserved**

**Retiree Medical preserved and Improved**

- Long term solution protects current and future retirees
- Improvements effective 2017
- All grandfathered plans remain in place
- Monthly premium subsidies for Medicare Advantage plans covering retirees and spouses
- Health reimbursement accounts will cover most out-of-pocket expenses for retirees, spouses and dependents

### Across the Board Raises

Oct 1 2015

Oct 1 2016

Oct 1 2017

Sep 1 2018

2%

2%

2%

1%

## Other Benefit Improvements

- ✓ Life insurance **increased** to \$50,000
- ✓ Education Fund **increased** by \$23.2 million (33% increase)
- ✓ **Additional** \$1 million per year to each education fund to support and train employees going through redeployment
- ✓ Tuition reimbursement **increased** to \$3,000 per year

## Reduced barriers to career development and mobility

- Regions will work with unions to identify training opportunities to help employees meet minimum experience requirements
- Enhance opportunities for union career mobility with joint system to capture core competencies, skills, education, licensure, certification, and work experience

## Fairness for part-timers, less registry

- Systematic review for appropriate balance of full-time, part-time, per diem and on-call positions
- NW management will meet with union leaders to review and resolve issues related to travelers and registry

## Better accountability to partnership

- Face-to-face assessments to ensure accurate ratings for UBTs
- Scorecard to track state of all aspects of partnership by region and facility
- Improved dispute resolution process
- Increased support for sponsorship for UBTs
- New Path to Performance targets through 2019 for Level 4 and 5 teams
- UBTs of Future program to address Level 6 and beyond, cross-department/cross-function teams, super UBTs, inter-medical center teams, etc.
- Improved training for front-line leaders on partnership (management and labor) —range of learning methods
- Adequate and consistent funding to the Labor Management Partnership trust

## Total Health and Safety

- Programs to ensure safety on the job and prevention of workplace violence
- UBTs incorporate Total Health and Workplace Safety

Joint expert team to analyze current program; create 2016 THIP

One Gate: \$150 payout for screenings\*

Second payout: \$350 for health outcomes on

- A1c
- BMI
- Blood Pressure
- Smoking

\* THA being phased out and remains in THIP for 2015 to be paid in 2016; Biometric screenings are now: BMI, A1c, Blood Pressure, Cancer Screenings and Smoking