



Oregon Nurses Association
Bargaining Unit Newsletter

June 25, 2015

St. Charles Medical Center - Prineville
(STC-P)

Newsletter for Nurses



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SCHS Benefits Proposals Newsletter

St. Charles Health Systems (SCHS) Benefits Proposals Affect You!

In negotiations between the Bend ONA nurses and SCHS, the Hospital has proposed a further cost shift in health care premiums which would mean a significant increased cost for employees throughout the system.

They have also proposed some significant changes in copays. SCHS has proposed the following changes to their Preferred Provider Option (PPO) and Caregiver Directed Health Plans (CDHP):

- Increase physician office visit copays by \$5 for each tier of the PPO
- Increase specialist office visit copays by \$15 for tier 1 and \$5 for tier 2 of the PPO
- Increase ER copays by \$75 for each tier of the PPO
- Increase urgent care copay by \$5 for tier 1 and decrease the copay by \$25 for tier 2 of the PPO
- Increase alternative care copay by \$15 for tier 1 and \$5 for tier 2 of the PPO
- Increase the PT/OT copay by \$10 for each tier of the PPO and decrease the visit limitation from 60 to 40
- Change the pharmacy benefit from 90 day supply 3 times copay to a 90 day supply 2.5 times copay

- The CDHP will have deductibles and out-of-pocket maximums adjusted annually to follow IRS minimums
- No proposed changes to dental or vision plans
- Elimination of domestic partner benefit as no longer relevant, per the Hospital
- Elimination of hospital discount

SCHS' currently proposed changes to health care premiums, including a change in the definition of full time so that full time would include anyone working 72 hours or more in a pay period. Proposed premium changes for employees include:

- For both the PPO and the CDHP, premium sharing would remain the same for employees and dependents for 2016
- Increase in employee's share of premium portion of dependent premiums for every position category by 5 percent for both the CDHP and PPO in 2017
- Increase in employee's share of premium portion for employee only premiums for every position category by 5 percent in 2018
- SCHS has also proposed changes to their short-term disability (STD) and long-term disability (LTD) plans.

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- Decrease STD income replacement from 66 2/3 percent to 60 percent for nurses with under three years of service; from 75 percent to 66 2/3 percent for nurses with four to nine years of service; from 100 percent to 75 percent for nurses with 10 plus years of service
- Add eight weeks to the STD plan and provide 60 percent income replacement for any nurse during weeks 14-26
- Alter the elimination period for LTD from 90 to 180 to reflect the additional weeks covered by the STD plan

If these changes are concerning to you let ONA know! We want to hear how these changes would affect your life; we may use your story at the bargaining table to convince the Hospital that these changes should not occur. Email Courtney Niebel at Niebel@OregonRN.org to share your story with ONA .

Kristie Humeston Joins PMH ONA Team!

Kristie Humeston, OR has joined the ONA team. She will replace Roxie Berthold on the Labor Management Committee; Roxie has stepped down. Welcome, Kristie! And thank you, Roxie, for all your work.

Vote on Shift Start Time!

Several Medical unit RNs have expressed an interest in changing the shift start time. We are conducting an advisory vote to see if a majority of RNs are interested in a later shift start time (5:45 a.m. to 6:15 p.m. and 5:45 p.m. to 6:15 a.m. have been suggested). Please let us know how you feel about a later shift start! Voting is open to Medical, ICU, and Resource RNs (these are the only groups affected by the proposed change). [Click here](#) to vote now; or go to www.oregonrn.org and select St. Charles – Prineville as your bargaining unit, then click on the Survey. **Please vote no later than 4 p.m. Tuesday, July 7.** We want to know what YOU think!



ONA BARGAINING UNIT LEADERSHIP CONFERENCE

Powering Up: Challenges & Opportunities

Please mark your calendars and plan on joining us for the **2015 Annual ONA Bargaining Unit Leadership Conference this fall**. The event, titled *"Powering Up: Challenges and Opportunities,"* will be Friday, Sept. 18, 2015, at the Holiday Inn in Wilsonville.

We are excited to present a day of educational sessions focused on strengthening our bargaining units and honing collective bargaining skills, positioning ONA and nurses to be ready for future challenges, and to capitalize on opportunities as they arise.

This program is pending approval by Oregon Nurses Association, CEARP # 301.06.2015 for continuing nursing education contact hours.

ONA is an accredited provider approved by Cal BRN, Provider #15089.

Registration for the event will open Friday, June 26, so please be sure to save the date and visit the [ONA webpage here](#) for more details as they are available.