

10-6-2026 TUALITY PACKAGE PROPOSAL
HEALTH INSURANCE TASK FORCE, HEALTH BENEFITS, DI COMMITTEE

This proposal is presented as a Package and each of the terms are interlocking provisions of the total proposal. Tuality Healthcare reserves the right to add to, edit, delete or modify any of the terms within this package at any time during negotiations or make new proposals or packages of proposals. Article and MOU numbering and titles may be adjusted upon mutual finalization of Agreement.

NEW MOU:

The Hospital and the Association agree to convene a health insurance task force for the duration of the parties 2026-202* Collective Bargaining Agreement. The parties have a shared interest in ensuring caregivers and their families have access to quality healthcare at a sustainable cost. The purpose of the task force is to share information about employee health insurance, discuss the health insurance benefit, and explore potential health care options, including Taft-Harley health insurance plans. The task force shall be limited to an advisory rather than a decision-making capacity, and will not have authority to make benefits, financial, or operational decisions. The task force will produce an annual report of its activity.

The task force shall consist of two (2) members of Hospital management, two (2) Hospital nurses appointed by the Association, two (2) Hospital employees from the AFSCME-represented bargaining unit, and two (2) non-management Hospital employees who are not in a union-represented bargaining unit. Participation in task force meetings will be considered time worked and paid at the appropriate rate of pay. One representative of the Association and one representative of AFSCME shall be invited to attend task force meetings. The task force may agree by consensus to invite guest speakers to provide subject matter expertise at working group meetings.

The task force will meet four (4) times per year for up to two (2) hours. Meetings may be held in person, virtually, or a hybrid as determined by the task force. All participants agree to assume good intentions and conduct task force business in a respectful manner.

This MOU and task force will expire upon expiration of the 2026-202* Collective Bargaining Agreement or commencement of negotiations for a successor agreement, whichever occurs first.

ARTICLE ** – HEALTH AND WELFARE INSURANCE BENEFITS

CURRENT ARTICLE 8, SECTIONS C(1)-D (AS MODIFIED BELOW)

- C. Nurses may participate in the benefit plan offered by Hospital.
1. **MAINTAIN TH 8-24-26 PROPOSAL (AGREE IN PRINCIPLE RE LANGUAGE)** Medical Insurance - Hospital will offer nurses a medical

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insurance plan with substantially equivalent benefits to those provided in the base plan **currently** designated by Hospital ~~as of January 1, 2016~~. Hospital will contribute for nurses the same percentage of the monthly premium costs of the base plan designated by Hospital each year as Hospital contributes for other employees participating in the benefit plan, provided however that Hospital will maintain the percentage contribution for nurses within the range set forth below. The remaining cost of the base plan and of other plan options will be borne by the nurse as a payroll deduction. Hospital will provide such benefits directly or by insurance carriers designated by Hospital.

	<u>Full-time</u>	<u>Part-time*</u>
Employee Only	~~90-91~~ -100%	~~81.5-83~~ -87.5%
Employee + Spouse	~~80~~ -87.5%	~~66.5~~ -72.5%
Employee + Child(ren)	~~80~~ -87.5%	~~66.5~~ -72.5%
Family	~~80-87.5~~ 85 %	~~66.5-72.5~~ 71.5 %

*A nurse is eligible if the nurse regularly works forty-eight (48) or more hours per pay period. ~~Nurses who were employed on March 1, 2004, with budgeted hours of forty (40) to forty-seven (47) hours per pay period and who participate in insurance will remain eligible for insurance for so long as the nurse maintains the nurse's current budgeted hours.~~

6. **AGREE IN PRINCIPLE Short-Term Disability Insurance** - Hospital will offer to eligible nurses the short-term disability insurance currently designated by Hospital as the base plan or substitute therefor a program or programs with substantially equivalent benefits. The currently designated base plan provides for a seven-day elimination period, sixty

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percent (60%) income replacement (based on weekly average wage) up to a maximum of eight hundred dollars (\$800) per week, and up to twelve (12) weeks of benefits after the elimination period, ~~all~~. **The short-term disability insurance benefits will be administered by the plan** in accordance with plan terms. Hospital will contribute one hundred percent (100%) of the cost of the monthly premium for each participating nurse for the base program designated by Hospital each year.

After claims for Paid Family and Medical Leave Insurance (PFMLI) benefits under ORS chapter 657B can be filed, currently anticipated to begin September 3, 2023, either the Association or the Employer may reopen this section for negotiation over the short-term disability insurance benefit. The party desiring such reopener shall provide written notice to the other party.

NEW MOU:

Digital Information Committee Participation

The Hospital and the Association agree that for the duration of the parties' 2026-202* Collective Bargaining Agreement the Association may appoint up to two (2) Hospital nurses to participate in the Hospital's Digital Innovation Committee. The Digital Innovation Committee's mandate is to make recommendations to the Executive Leadership Team regarding the evaluation and adoption of digital technologies, including but not limited to those involving AI technologies. Participation in committee meetings will be considered time worked and paid at the appropriate rate of pay. Appointed nurses will participate in accordance with the Committee's charter and established norms.

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Issues related to the adoption of digital technology and AI may also be addressed in established labor management committees, including the Labor Management Committee, Professional Nursing Care Committee, and Unit Based Councils.

This MOU will expire if the Digital Innovation Committee is disbanded, upon expiration of the 2026-202* Collective Bargaining Agreement, or upon commencement of negotiations for a successor agreement, whichever occurs first.