

UNION PROPOSAL
ARTICLE 12 – HEALTH AND WELFARE/RETIREMENT

A. Health and Welfare.

The Hospital will provide health and welfare benefits to bargaining unit Nurses under the same plan(s) as are available to similarly situated non-bargaining unit Nurses.

Full-time and part-time Nurses electing to participate in the Legacy Benefit program will be subject to the same premium rates and Employer contribution for these programs as similarly situated full-time and part-time non-represented Nurse, although premium rates for bargaining unit Nurses shall not increase by more than 3% in any one year of this Agreement.

The Hospital may change to a different program only after providing the Union at least forty-five (45) days prior notice of the proposed change and an opportunity to negotiate such change. Any changes in insurance coverage during this Agreement shall be no different for the bargaining unit than changes for non-bargaining unit Nurses of the Hospital.

B. Retirement Program.

The Hospital agrees to provide the same retirement benefits to bargaining unit Nurses as it provides to similarly situated full-time and part-time non-represented Nurses. The Hospital may change the current retirement programs after providing the Union at least forty-five (45) days prior notice of the proposed change and an opportunity to negotiate such change. Any changes in retirement benefits during this Agreement shall be no different for the bargaining unit than changes for similarly situated non-bargaining unit Nurses of the Hospital.

C. Benefits Committees

The Hospital will include at least one (1) Mount Hood Nurse on all standing committees that are responsible for monitoring and modifying Legacy employee benefits.