ONA Initial Proposal 9/8/26. The Union reserves the right to add, remove, delete, withdraw or otherwise modify this proposal at any time during these negotiations.

ARTICLE X – HEALTH AND WELFARE(ONA INITIAL)

~~A. Laboratory examinations and prophylactic treatments, when indicated because of exposure to communicable diseases at work, shall be provided by the Medical Center without cost to the Tech.~~

~~B. Upon request, the Medical Center will provide annual complete blood count and sedimentation rate determination, basic metabolic panel, and urinalysis at no cost to the Tech. A Tech, upon request, will be furnished a copy of all results of the aforementioned tests.~~

C. The ~~Medical Center~~ **Hospital** will provide Group Life Insurance on the same terms as provided to a majority of the Medical Center's other **caregivers** ~~employees~~.

D. Each regular Tech will participate in the benefit program offered to a majority of the ~~Medical Center's~~ **Hospital's** other **caregivers** ~~employees~~, in accordance with their terms. From the Providence benefits program, the Tech will select: (1) medical coverage, (2) dental coverage, (3) supplemental life insurance, (4) voluntary accidental death and dismemberment insurance, (5) dependent life insurance, (6) health care Flexible Spending Account (FSA), (7) ~~day~~ **dependent** care Flexible Spending Account (FSA), (8) long term disability coverage, ~~and~~ (9) short term disability, and (10) vision coverage. The ~~Medical Center~~ **Hospital** will offer all such benefits directly or through insurance carriers selected by the ~~Medical Center~~ **Hospital**.

E. The Tech will pay, by payroll deduction unless some other payment procedure is agreed to by the Tech and the ~~Medical Center~~ **Hospital**, the cost of the total benefits selected which exceeds the portion paid by the ~~Medical Center~~ **Hospital** under the preceding section.

F. ~~Medical Center~~ **Hospital** will provide a short-term disability and paid parental leave benefit. Tech eligibility for **and participation in** these benefits will be determined by the Short-Term Disability and Paid Parental Leave policies.

~~1. The Medical Center will provide an enhanced short-term disability benefit, in which benefit-eligible caregivers will be eligible for up to eight (8) weeks of leave with one hundred percent (100%) pay following the seven (7) day waiting period (when PTO can be used) and then sixty-six and two-thirds percent (66.67%) thereafter for a combined total of twenty-six (26) weeks, including base pay plus all applicable shift, certification, and ladder differentials, at the time of use.~~

~~2. **Paid Parental Leaves.** Providence Paid Parental Leave eligibility is up to 6 weeks at 66.67% of pay. Paid Leave OR serves as the primary benefit, and the Providence plan supplements the benefit up to plan maximum based on the approved leave duration under the plan. Eligible Techs are required to apply for Paid Leave Oregon for qualifying leave in addition to applying for Paid Parental leave.~~

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~~3. **Oregon State Paid Leave Program with Short-Term Disability Benefit.** For the purpose of Short-Term Disability benefits, Paid Leave Oregon serves as the primary benefit, and the Providence plan supplements the benefit up to plan maximum based on approved leave duration under the plan. Eligible Techs are required to apply for Paid Leave Oregon benefits for qualifying leaves in addition to applying for Short-Term Disability. For the term of this collective bargaining agreement, the Medical Center will not make any significant or material changes in the medical, dental, and vision insurance plans offered to bargaining unit Techs.~~

~~G. For the term of the collective bargaining agreement the Medical Center will not charge or create any significant or material newly contemplated never before charged fee for the medical, dental and vision insurance plans.~~

H. The parties mutually agree that if the ONA/Providence **Health Care** ~~Member Benefits~~ Workgroup yields any material changes to offered benefits that they will immediately reopen this article for the purpose of negotiating the incorporation of those material changes.