The Employer shall offer a medical insurance plan with coverage substantially similar to their status quo plans in Oregon, but with an annual employee total cost (deductible + annual employee premium share - subsidy) of $400 for individuals and $1000 for family, or less.

Notwithstanding the above reductions, that medical plan shall limit out-of-pocket-maximums to not more than $1,700 for an individual and not more than $3,450 for a family.

If the Employer is not able to offer a substantially similar plan which conforms to the above requirements due to geographic and/or provider restrictions, then the Employer shall increase the subsidy and/or decrease the employee premium share for its existing plans to conform to the annual employee total cost requirements as set forth above.

The Employer shall provide the subsidy to all bargaining unit nurses, regardless of their participation in the Employer’s Virgin Pulse program or similar programs. Participation in Virgin Pulse or similar programs shall be voluntary.

The Employer’s plans shall provide 100% coverage for out-of-pocket costs related to outpatient mental health services.

For the duration of the collective bargaining agreement, there shall be no increase to employee total costs.

For the duration of the collective bargaining agreement, the employer shall maintain substantially similar medical coverage.