

Did you know PeaceHealth ...



Is a self-insured employer?

What is a self-insured employer?	How this benefits PeaceHealth.
An employer which acts as its own insurer, paying workers' medical claims and administrative fees with its revenue. Self-insured employers usually use a 3 rd party to administer the plan. Ex. MODA.	Savings, control, information access, and flexibility. Employers can design a plan tailored to their workforce's specific needs. It can lead to cost savings and data transparency for employers as they gain direct access to your claims data.
While decisions are made by a 3 rd party administrator (MODA), the employer ultimately holds the purse strings. Federal law strictly prohibits employers from denying care for financial reasons, but the potential for ethical conflicts can still arise.	The employer's cost for a self-insured plan varies with employee health. The more claims they deny, the more they save.

Your unions are continuing to ...

Hold PeaceHealth accountable by demanding they negotiate over *mandatory subjects of bargaining* including health insurance, timekeeping and other policies.

Mandatory subjects of bargaining

We have a right to negotiate changes to our working conditions. Employers must notify unions before changing "mandatory subjects of bargaining," which are key terms of employment like wages, hours, and working conditions. Employers must provide workers' unions the opportunity to bargain over changes.

PeaceHealth is making and has made unilateral changes to our healthcare benefits, time keeping system and policies without notifying us or has given only last-minute notification without impact bargaining. Exs. PeaceHealth policies are changing without notification and workers are being held accountable to those policy changes. symplr also went into effect without impact bargaining. PeaceHealth has already made their decision when they implement these changes or notify workers. **PeaceHealth isn't following the law or their obligations to impact bargain.**



SACREDHEARTNURSES

Executive Committee

Chair: Chris Rompala
(OR)

Vice-Chair: Kevyn
Paul (ED)

Rob Sabin (ED)
Justine Head
(Cath Lab)

Amanda Stout (ICU)
Jessica Reed (OHVI 4)

Stacey Wetherell
(Oncology)

Rachel Falconer
(Oncology)

Alyssa Foshee
(Mom/Baby Unit)

Labor Representatives

Laura Lay
Lay@OregonRN.org

Tizoc Arenas
Arenas@OregonRN.org

Malori Musselman
Musselman@OregonRN.org

ALL ONA NURSES ARE WELCOME

Join us! Solidarity Social

1730-2130 AT BEERGARDEN IN EUGENE

SEPTEMBER 24TH



Union 101 Trainings

Want to learn more about the power of our union?

Join us at Teamsters Local 206

Address: 711 Shelley St. Springfield, OR 97477

Tuesday, September 23 at 9 - 11 a.m. or

Thursday, September 25 at 4 - 6 p.m. to build power!



Register Here for ONA
Union 101 Training
www.tinyurl.com/2mfus4nb

