St. Charles Health Plan Proposals:
How they impact you and your family and how they compare with other health care systems in Oregon.

Through our bargaining unit survey, petitions, rallies and one-on-one conversations, nurses have made it clear we need safe staffing, affordable health care, fair wages and sensible rules around floating, blackout periods and nursing training and more. Over the next few weeks, we will be taking in-depth looks at what we’ve proposed and St. Charles Health System’s proposals to show where we are stand in our contract negotiations and what we need to do to make sure all nurses have the resources and support we need to care for our patients, advocate for our coworkers and support our families. Today, we’re looking at St. Charles proposals on our health care.

The Oregon Nurses Association (ONA) negotiating team has previously stated that St. Charles is proposing to raise your health care premiums by 30 to 100 percent depending on the hours you work and the plan you choose.

*Legacy data not represented as Legacy does not offer a high deductible*

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St. Charles Health Plan Proposals (continued from page 1)

THE BOTTOM LINE

St. Charles made $70 million last year with a profit margin of 10.6 percent.

- St. Charles health coverage is already too expensive.
- St. Charles charges higher premiums for less coverage compared to Oregon health systems.
- St. Charles wants to make you and your family’s health insurance significantly more expensive.
- St. Charles’ administration believes it can take advantage of a monopoly and charge its employees anything they want for coverage.

Next Steps for All Bend Nurses

- Attend the Bend ONA bargaining unit meeting at St. Charles Bend: Monday, Nov. 19 in classrooms A/B from 6:00 p.m. to 9:00 p.m.
- Stay informed by reading newsletters, emails, texts and Facebook pages.
- Get more involved by contacting one of your unit’s CAT members.
- Add yourself to “ONA members at St Charles Bend” Facebook page.
- Share this information with your coworkers.
- Where your Green ONA Scrubs on every Monday! (add ONA buttons...bling!)

About the graphs

- All data was collected from the employers’ 2019 benefits selection handbooks
- All data is representative of full-time employee benefits; however, the part-time benefits follow the same trends shown here. An exception to this is Kaiser where the rates are the same for full and part-time employees.
- Data on some plans where the value $2.00 is listed is a plan that is 100 percent employer covered and therefore would not show up on the graph if not artificially increased.
- Specifics about actual Oregon Health and Science University (OHSU), Providence, Legacy, and Kaiser coverage (deductibles, out of pocket maximums, percentage paid post deductible, and co-pays) while not shown on graphs was found to exceed St. Charles in both quality and accessibility.
- Data for OHSU and Kaiser is reflective of the premium cost of medical, dental, and vision coverage combined; all others are medical insurance premiums only.

Next Bargaining Update Meeting:

Monday, Nov. 19, 2018
Classrooms A/B
6:00 p.m. to 9:00 p.m.
Meet Your New ONA Staff Team:
Brian Howard and Ateusa Salemi

Brian Howard has been assigned to Bend as an interim labor representative and organizer. Ateusa Salemi has also been assigned to Bend as an interim labor representative and will also maintain her position of lead support for the area. Attorney Hank Kaplan will continue in his role as chief negotiator.

Brian Howard has spent more than a decade organizing and advocating for health care workers while working directly with nurses and member-leaders. He has devoted his career to empowering working people to stand up and advocate for change in their workplaces.

He currently works with ONA nurses throughout the state and previously coordinated health care workers in the fight for $15 minimum wage campaign in Seattle. Brian believes nurses can have a profound impact on our society by advocating for themselves and their patients and focuses on identifying and developing of worksite leaders who to reflect the diversity of their community.

Ateusa Salemi, BS, RN, CWCN, is a nurse and ONA’s primary Eastern Oregon Labor Relations Representative. Before becoming a labor representative Ateusa practiced as a wound/ostomy care nurse at a rural critical access hospital and a large regional medical center. As an ONA member, she has served as a local ONA unit rep, negotiations team member and on the Cabinet on Economic and General Welfare.

She previously won ONA’s Rising Star award and her team won ONA’s Adversity Award for successfully leading their bargaining unit through a challenging contract negotiation.

Ateusa has a long background with both nursing and labor, walking a picket line at a young age with her mother during a nursing strike. She currently lives in Eastern Oregon with her husband and five children.

ONA Green-Out Mondays

Join us in our new, official ONA Green-Out Mondays!

A new tradition has been launched to wear your green ONA scrubs every Monday, every month, every year! Put on your green scrubs and be proud to advocate for our nursing profession, patient care and our community. Go crazy and add an ONA button or two for bling!

Scrub Handouts in the East Dining Room on Sundays Nov. 11 and Nov. 18, 2018 from 10:00 a.m. to 2:00 p.m.

If you are not working please come to the hospital and pick up your scrub top.
Don’t Miss Important ONA Emails

ONA wants to make sure all members receive timely communications, ensuring you have the most up-to-date information on your contract, bargaining issues, upcoming votes, nursing research, practice issues and workplace policies. If you are not receiving ONA emails, we can help.

First, check to make sure ONA emails are not being filtered into a junk, spam or clutter folder. Many email providers, like Comcast, Yahoo and Gmail, have built in Spam/Junk filters or blockers. The filters are intended to prevent you from getting junk mail or spam, but it can also unintentionally block emails you want to receive. If ONA emails are in one of these folders, flag them as “not junk” and add News@OregonRN.org to your safe sender list.

If there are no ONA emails in those folders and you still aren’t receiving ONA emails, there are various causes listed to the right.

You can fix most problems by simply emailing ONA at News@OregonRN.org with your name, personal email address and the name of the facility you work at in the body of the email.

We will update our records to ensure you don’t miss future ONA emails.

Common Reasons for Not Receiving ONA Emails

1. **Mislabeled**: Emails from ONA are being flagged as junk or spam by your email service provider.
2. **No Email**: ONA does not have an email on file for you.
3. **Bad Email**: ONA has an incorrect or outdated email on file.
4. **Blocked**: Due to several failed delivery attempts, our system has stopped attempting to send emails to your email address.
5. **Opted Out**: You have opted out of receiving emails.
6. **Work Email Filters**: Some health care systems filter out ONA emails so nurses don’t receive ONA-related emails. This is why we encourage nurses to use their personal email addresses instead of work emails.

Fixing Problems to Receive ONA Emails

1. **Check your junk/spam/clutter folder for ONA emails**: Flag ONA emails as “not junk/spam” and add News@OregonRN.org to your safe sender list.
2. **Email ONA**: To fix reasons 2-6, simply email ONA at News@OregonRN.org, and include your name, personal email and facility you work at in the body of the email.