Members of your ONA Executive Committee met today with WVMC Management to discuss a remedy for insurance changes that were made in violation of our contract and without negotiation with our union. Management had previously acknowledged that these changes were made in error, and we were pleased that they came prepared to discuss concrete remedies. Because the plan has already been filed with the state, it isn’t possible to change the plan directly, but Management did provide proposed remedies to directly compensate for the impact on ONA represented nurses, namely:

- **Increase in Dental Premiums:** WVMC will process a one-time payment to offset the difference in dental premiums for each impacted employee. Depending on your plan enrollment, that difference would be $66.56-$378.82 for the year for those enrolled in dental insurance.

- **Decrease to Employer HRA Contribution:** WVMC will process a one-time payment to offset the difference in Employer HRA contributions. Depending on the number of enrollees on the HRA plan, this would be $100-$200 for the year for those enrolled in the HRA plan. This amount would be “grossed-up” so that you receive the full amount after taxes were withheld.

- **Discontinuation of Vitality:** WVMC will process a one-time payment of $130 ($5.00 per pay period) to all enrolled employees who achieved Silver Status last year to offset the impact of the discontinuation of the Silver Status benefit. WVMC will also process a one-time payment of $130 for enrolled spouses and domestic partners to offset the discontinuation of the Vitality benefit for enrolled spouses and domestic partners.

While we are encouraged that management responded with proposed remedies, we are still evaluating a few outstanding issues:

- **Changes to Specialty Prescription Benefits:** Specialty prescription benefits are changing from a co-pay to co-insurance. We are awaiting further plan details to assess the full impact of the change.

- **Vitality Benefit for New Hires:** The discontinuation of Vitality also has an impact on new hires. New hires could achieve Silver Status by completing the Vitality Health Review within 45 days of the start of their benefits. Management has not yet provided a remedy for the impact on new hires.

- **Tax Implications:** Our team will do our due diligence to evaluate the impact of treating the payments to offset dental premium changes and discontinuation of Vitality as taxable income.
You may have also noticed an increase to the High Deductible Health Plan (HDHP) deductible this year by $100 for an individual and $200 for a family. This change was made in line with changes the federal law’s definition of HDHP.

Please complete a short survey to help us assess your opinion of the proposed remedy, the impact of the change to the specialty prescription benefit, and how your enrollment choices were impacted. Please complete the survey by next January 19, 2024 so we can move toward resolution as quickly as possible!

SURVEY:
https://docs.google.com/forms/d/e/1FAIpQLSedZdGt9QfLBXszvt6cR3Av8b7Pro4RbTdDRb5QE8sRGa2Aw/viewform?usp=sf_link