

No-premium options for all employees

Our Goal

To continue providing **high-value, comprehensive health coverage** for you and your family — with **no or low premiums** — while ensuring benefits stay sustainable for the long term.

What We Proposed

- All benefit-eligible employees would continue to have a **no-premium health plan option**.
- SEIU-UHW-represented employees would receive the **same health benefits as management-represented staff**.
- **If a change is made to health benefits during the life of the contract, there are certain guarantees:**
 - **Employees earning under \$100,000 annual salary** (Base Rate of Pay X FTE) → would continue to pay \$0 premium for the EPO Plus Plan, **plus an additional no-premium plan option**.
 - **Employees earning \$100,000+ annual salary** → pay **no more than 5% of the premium** for the EPO Plus Plan **and** have a no-premium plan choice.
 - An additional no-premium health plan option will also be available to all employees.
- If a change were made and employees earning more than \$100,000 were required to contribute a share of the premium, it would impact just **1 in 10 SEIU-UHW-represented employees** — the other 90% will continue to have **fully paid, no-cost premiums**.

Example Costs for Those Impacted

Employee coverage tier:

\$20.44 per pay period
(\$44.28 per month)



Employee plus family tier:

\$56.61 per pay period
(\$122.66 per month)



*For current EPO Plus Plan, if employees earning more than \$100,000 per year were required to contribute 5% of the premium.

Why This Matters

This proposal **protects no-premium health coverage options** for all employees while keeping benefits **strong and sustainable** for everyone in the years ahead.

Questions?

Reach out to Human Resources or your supervisor.