

St. Rose and ESC Local 20 Bargaining

ESC Local 20 Counter to St. Rose
 Re: Healthcare Changes
 December 21, 2022, approx. 4:45pm

1. Benefit eligible full-time and part-time employees who elect not to receive medical and/or dental benefits shall be paid the following per pay period in lieu of receiving such benefits:

Waive Medical & Dental	= \$100.00
Waive Medical Only	= \$ 75.00
Waive Dental Only	= \$ 25.00

2. For the 2023 Plan Year (1/1/23 to 12/31/23) only, the contribution rates for benefit eligible employees represented by ESC Local 20 shall be as follows:

	Biweekly Employee Contribution for Full Time	Biweekly Employee Contribution for Part Time
HMO (Harmony Canopy HMO Health Plan or Signature Value HMO Out-of-Area Plan (Out- of-Area Employees Only)		
EE Only	\$0.00	\$27.79
EE + Spouse	\$9.67	\$48.33
EE + Child(ren)	\$11.27	\$56.40
EE + Family	\$16.66	\$83.28
United Healthcare Select Plus PPO		
EE Only	\$30.57	\$50.75
EE + Spouse	\$49.12	\$84.58
EE + Child(ren)	\$61.89	\$98.66
EE + Family	\$75.12	\$145.76

3. For the 2023 Plan Year only, St. Rose is and shall continue to be an in-network provider with United Healthcare and for the Harmony Canopy HMO Health Plan. During the 2023 Plan Year only, St. Rose shall not collect applicable co-pays or deductibles for inpatient or outpatient hospital services provided (and billed to the applicable health plan) by St. Rose to an employee or dependent enrolled in one of the medical plans offered by St. Rose. Physician fees are not provided or billed by St. Rose and shall not be subject to the waiver or co-pays or deductibles provided for in this section. To the extent an employee believes that the employee or one of their enrolled dependents have been required to pay a co-pay or deductible for inpatient or outpatient hospital services provided and billed by St. Rose, the employee should contact St. Rose's HR Department and the HR Department will investigate the issue and resolve it expeditiously in accordance with this provision.

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4. St. Rose shall make an employer contribution equal to \$500 into the Flexible Spending Account of each ESC Member who ~~has enrolled in medical benefits offered by St. Rose,~~ was employed by St. Rose as of December 21, 2022, and has established a Flexible Spending Account through St. Rose. The contribution will be made as part of the payroll paid for the first full pay period following January 31, 2023. Employees who did not sign up for a Flexible Spending Account during open enrollment, or employees who wish to modify their FSA withholdings, may modify their FSA enrollment options by contacting St. Rose's HR Manager no later than December 28, 2022.

5. Employees may modify their healthcare plan enrollment by contacting St. Rose's HR Manager no later than December 28, 2022.

6. The terms set forth in this proposal shall apply to the 2023 Plan Year (1/1/23 to 12/31/23) only. The terms and conditions related to any benefit plans for periods after December 31, 2023 shall be set forth in the successor collective bargaining agreement to be negotiated by the parties.

7. The parties agree that if St. Rose grants better healthcare benefits (including, but not limited to, lower premium contributions) to any other bargaining unit in any new CBA, said benefits shall be extended to ESC-represented employees, effective as of the same date as the other bargaining unit(s).

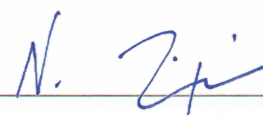
Hayward Sisters Hospital dba St. Rose
Hospital



By: Michael J. Sarrao, Esq.
Its: General Counsel

Date: 12/21/22

Engineers & Scientists of California, Local 20
IFPTE, AFL-CIO & CLC



By: Nicole E. Teixeira, Esq.
Union Representative

Date: 12/21/2022