



OCTOBER 2, 2019

HOSPITAL ANNOUNCES RAISING HEALTH INSURANCE

VF'NHP Demands to Bargain ^{COST}

UVMMC Administration intends to increase the health insurance for all employees, citing an unexpected surge in use. The hospital approached the leadership of VF'NHP ahead of the announcement, asking for the nurses and techs to choose between two options on behalf of the entire hospital:

- Option 1- an increase in our premium of 10.4%
- Option 2- an increase to our premium of 5.6% as well as an increase to our deductible and out-of-pocket expenses.

The elected leadership of VF'NHP declined to take responsibility to decide between two options developed and presented by management, without a democratic process. Instead, our union has officially submitted a formal request to bargain and a comprehensive information request regarding the hospital's financial situation driving this change. By allowing nurses and techs to be equal decision-makers in the process, authentic dialogue can occur about the need, the impact, and the outcome.

"If the hospital truly needs to balance the cost of the plan, this increase to our health insurance premiums is the only true way to do this, then we want the Administration to respect the impact of this change on staff, and be transparent with us. We want to see the books."

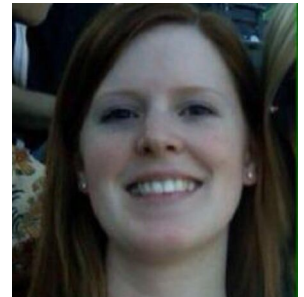
- Howie Otten, VP of Tech Professionals



"There has been much talk about repairing the relationship between the nurses and the hospital. If that is the goal of the hospital, then taking the time to allow employees the right to weigh in officially over changes to our healthcare costs is a perfect opportunity to work towards that very goal. We know that better decisions are made with us and not to us. If the hospital agrees, they will come to the bargaining table where decisions like this need to be made."

-Deb Snell, President, VF'NHP

"This is a decision that impacts ALL UVMMC employees and we need a process that reflects everyone's voices. As a union, we are prepared to stand in solidarity with our non-union colleagues."



Sarah Ferguson,
VP Of Organizing

Membership Meetings Set

This change impacts all of us. Join us for one of the upcoming Member Meetings to help decide the best path forward in demanding the respect of a transparent and democratic process regarding changes to our healthcare.

Wednesday, October 9th 8am- 10am, McClure Lobby Conference Room

Thursday, October 10th 6pm-6:45pm & 7:15pm-8pm Austin Auditorium

Swing by for as long or as little as you can.

For More Information, Contact Sharon Shroeder at sharons@vfnhp.org