

# BARGAINING UPDATE

**STRIKE INFO****FEBRUARY 1, 2020 • UPDATE #3**

After five straight days of negotiations, including a 14+ hour session Friday, management continues to insist on massive concessions to our healthcare benefits.

**Your bargaining team unanimously recommends a "YES" vote on Thursday, February 6, 2020**, when all HP members will have the ability to vote on whether to authorize a seven-day Unfair Labor Practices strike.

You will find information below summarizing the current healthcare concessions on the table from management. We will also be sending out to you soon, and posting on our web site, the specific language of management's final proposals, so that you can review them prior to Thursday's vote.

The Union bargaining team fought long and hard to try to achieve a contract that respects and values the work you do every day providing the best care in the world to your patients – an agreement they could enthusiastically support members voting to ratify. Instead, as you will see below, management was unwilling to drop most of the initial set of healthcare cost-shifts and cuts they'd proposed to the benefits Union members have fought for and won through collective bargaining, and they only proposed meager wage increases. Your team tried again and again to communicate to HP management our desire to continue to work collaboratively to reduce healthcare costs and to do everything in our power to make HP a great organization for both its patients and its workers.

Once management made it clear, in the early hours of the morning Saturday, that they would not offer any further changes to their proposals, it took less than thirty seconds of discussion for the bargaining team to reach unanimous agreement in recommending a "Yes" vote to authorize a one-week strike.

Voting will take place from 6am-9pm on Thursday, February 6th, at five locations spread around the Twin Cities metro area. [Click here](#) for a flyer attached with the specific locations. Only in-person voting is allowed. Here's the choice you'll see on the ballot Thursday:

Do you agree to authorize a strike?

**YES.** Authorize the bargaining committee to call a 7-day Unfair Labor Practices strike, with a 10-day notice to be sent to my employer.

**NO.** Accept the employer's proposals, including increases to our healthcare costs.

Here is a summary of the concessions and other proposals from management you will be voting on whether to accept or reject:

- Increased co-pays on the Choice plan:
  - Office Visit co-pays would jump from \$10 to \$40-60 (up to a 600% increase)
  - Urgent Care co-pays would jump from \$10 to \$50-70 (700% increase)
  - Outpatient Care co-pays would go from being free to costing \$50-80
  - ER co-pays would jump from \$40 to \$150 (375% increase)
  - Pharmacy co-pays would jump from \$10 to \$20-40 (400% increase)
- Increased co-pays on the Classic plan:
  - Office Visit co-pays would jump from being free or \$10 (depending on the specific type of office visit) to \$20 (200% increase)
  - Urgent Care co-pays would go from being free to costing \$30-50
  - Outpatient Care co-pays would go from being free to costing \$20-40
  - ER co-pays would jump from \$40 to \$75 (87.5% increase)
  - Pharmacy co-pays would jump from \$10 to \$20 for brand prescriptions (200% increase)
- For Office Visit, Urgent Care and Outpatient Care co-pays, on both the Classic and Choice plans, there would be a new penalty applied any time an employee or their spouse (if using family coverage) does not complete an annual Health Assessment and an HP-sponsored health program. For co-pays on the Classic plan, the penalty is \$20 per event (Office Visit, Urgent Care visit, or Outpatient Care visit). For co-pays on the Choice plan, the penalty is \$20 for Office Visit or Urgent Care visit, and \$30 for Outpatient Care visit.
- Choice plan premiums:
  - For full-time workers, monthly premiums for single coverage would go from \$60 to \$80
  - For full-time workers, monthly premiums for family coverage would go from \$125 to \$175
  - For part-time workers, monthly premiums for single coverage would go from \$70 to \$93
  - For part-time workers, monthly premiums for family coverage would go from \$135 to \$190
- Wage increases of 2% in year 1, with no agreement to retroactive pay, and 2% in year 2, and 1.5% in year 3 of a new 3-year contract
- New limitations on Overtime pay, making hours eligible for Overtime pay only if more than 40 hours

have been worked in a calendar week. No longer getting overtime pay after 7.5 hours in a day or 8 hours in a day. No longer getting overtime after 37.5 hours in a week. Also, all overtime hours shall be calculated on actual hours worked, no longer will overtime be based on hours compensated.

As leaders of our Contract Action Team (now 300 rank and file members strong!) and our Bargaining Team have said from the beginning of this negotiation process, we reject ANY concessions on the health benefits we have already fought for and won. There is no reason a \$7 billion organization that gives its CEO an \$800,000 pay-raise should be taking one dime out of the pockets of its front-line caregivers to pad the corporate bottom line. Twelve years ago, HP members took a 98.6% support strike vote to reject a \$5 co-pay, and management came back to the table to drop their \$5 co-pay proposal before SEIU members could go out on strike. This time there is a whole lot more at stake than a \$5 co-pay that management wants to take from you and your family's pockets, and the bargaining team urges all of you to vote Yes to reject management's insulting concessions.

In the bargaining process Friday, we were able to force management to drop two components of their initial healthcare proposals we'd most loudly opposed: 1) making SmartCare clinics the only in-network option for the Classic plan, and 2) the \$100/month marriage penalty they'd proposed for both Classic and Choice premiums. While we were glad to see these two proposals removed, there are still massive healthcare concessions on the table and the \$20-30 co-pay penalty for not completing a Health Assessment and an HP-sponsored health program still targets spouses. If you as an employee complete your Health Assessment and an HP-sponsored health program, but your spouse (if you're on family coverage) does not, you will be penalized for every office visit, Urgent Care visit, and Outpatient Care visit.

Your bargaining team felt disrespected and insulted by management's lack of recognition for our members, throughout this bargaining process. The only arguments management offered – which you'll probably be hearing from them over the coming days – to justify their proposals were 1) economic hardship as an organization (kind of hard to convince people of, with the Star Tribune reporting \$7 billion in revenue and an increase of more than 50% in compensation for



the CEO), and 2) that our members and our families cost too much money for HP when we get sick. Every dollar in concessions on health benefits they win is a dollar taken from you and applied to the corporate bottom-line. As long as we stick together and hold strong in supporting our bargaining team and our union, we can say back to them: No! Not one dollar shall be transferred from HP's frontline caregivers and our families to HP executives. We've Earned Our Healthcare!

A huge THANK YOU to members of the Contract Action Team for the truly extraordinary work you have done over the hours since our Thursday night meeting to check in with and assess nearly half the membership already in 24 hours...keep it up! We've got 98% support so far! When leaders step up like you all have been over the last couple days, we know that we will win!

If you are ready to vote Yes to authorize a strike, please send an email to [elise.frieder@seiuhcmn.org](mailto:elise.frieder@seiuhcmn.org) or a text to 952-797-4989 with your first and last name and the word "YES!" We are working hard to keep track of how every member is feeling about management's proposals, and this will allow us to include your voice in that process.

Whatever messages you send in about your support, of course the only votes that actually matter are the ones in the ballot boxes at our five locations this coming Thursday. Please don't think that sending an email or text counts as a vote.

If an overwhelming majority of voting members vote YES on Thursday to authorize a strike, then we will be striking February 19-25, unless management calls us back into bargaining after the strike-vote (like they did 12 years ago). Click here for a set of Frequently Asked Questions about striking. In addition to the questions and answers in that document, you should know that our union's Executive Board has authorized \$50/day in strike pay for all actively picketing HP members on a 7-day strike.

The decision to vote to authorize a strike is never an easy one. But there's no tool more powerful than the strike for workers to stand up and fight back. As Joan Gruendeman, one of our bargaining team members, put it in a video interview a couple days ago:

"This employer is testing our resolve. And let me tell you, they have no idea how strong our resolve is. We are going to fight fight fight!"