

**Tentative Agreement  
February 18, 2020**

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Lynelle Wood  
Sr. Director, Labor Relations and Human Resources Compliance  
Group Health, Inc.

Dear Lynelle:

This letter is to confirm the understanding that was reached during the negotiations for the 2020-2023 Collective Bargaining Agreements that the parties will continue the Committee for the purpose of education, improving the health status and moderating costs within the health plans for SEIU represented members/employees. The Committee will review and discuss health care costs, cost of the SEIU healthcare plans, overall trends in utilization, general plan performance, any legislative or regulatory issues that affect or could affect the health benefits provided under the Collective Bargaining Agreements, any needs for leader or employee/member education, and such other issues that it may deem relevant to its work. The Committee will also work to develop a process to help ensure members/employees are educated on the Classic and Choice Plans to better prepare them to make Health Plan selections in the 2020 Open Enrollment. This Committee will take into account both active and retired employees/members of the bargaining unit.

The Committee will be composed of six members chosen by the Employer and six members chosen by the Union. The Committee may also invite other individuals with expertise and information that is deemed useful for the Committee.

HealthPartners agrees to provide any information under its control that may assist the Committee in its deliberations, including utilization data for both medical services and drugs, internal and general medical trend (both state of Minnesota and National), comparisons of bargaining unit experience with other insured populations and the general public, to the extent the information is not confidential or proprietary, and best practices within both insurers and providers. The Committee may request or seek such other data and information that it determines is needed in its deliberations.

The parties agree that they will develop regular reports to be shared with bargaining unit leaders and bargaining unit members/employees.

Sincerely,

Kevin Kuehn, Internal Organizer