

ONA Proposal
11/3/23

Tentative Agreement – 11/3/23

ONA: _____
PSVMC: _____

Deleted: MEMORANDUM OF UNDERSTANDING REGARDING TASK FORCE FOR EPO PLAN OPTIONS

The Medical Center and Association acknowledge and agree that there is a shared interest in engaging caregivers in their own health and the impact of their health management on the insurance program offered by the Medical Center. Toward that end, the Medical Center will convene a Task Force on the EPO Plan Option. The purpose of the Task Force is to evaluate the EPO plan by working together to develop an innovative plan design, with a shared goal of driving enrollment and reducing total cost of care for plan year 2024.

The Task Force will meet at least quarterly (virtually or in person) through the life of this contract. The Task Force will include up to five (5) bargaining unit nurses selected by the Association, one representative from the Association, and at least one (1) member of the Human Resource team, with a member of the Benefits team being invited to attend as appropriate. Nurse members will be paid for attendance at these Task Force meetings. The parties agree that when the Benefits team has scheduled a presentation, nurse representatives from another Providence-ONA bargaining unit may be invited to attend so that they receive the same information. Attendees will be identified in writing in advance.

The purpose of this Task Force will be to review relevant aggregate data on the health factors of the EPO plan participants and provide input and recommendations to the Medical Center as to whether the EPO Plan is achieving the goal of improved wellness of caregivers and reduction in associated costs. To perform its work, the Task Force may request through the Medical Center relevant de-identified aggregate claims experience reports (including covered dependents and COBRA participants).

The work of the Task Force could also include whether there are plan design elements that might positively affect the cost of the most common diseases or reasons for utilization. The Task Force will jointly make recommendations for plan design or other related issues, such as education around open enrollment, to fulfill the purposes outlined above for bargaining unit members. The Plan fiduciary retains the ultimate responsibility for decisions regarding health plan design.

The EPO Plan shall include a maximum of six thousand dollars (\$6,000) in annual out-of-pocket-costs for nurses enrolled in the family plan level, effective January 1, 2024.