

We're partnering for good health through our Total Health benefit plan

Many of us have chosen to be caregivers at Group Health because we believe in Group Health's model of keeping patients well including evidence-based preventive care, specialized care management for chronic conditions, and coordinated care across care settings. Together as Group Health's three unions— OPEIU Local 8, SEIU Healthcare 1199NW, and UFCW 21— we have worked with Group Health to develop our Total Health medical benefit plan, which extends these approaches to us and our families.

Through Total Health, we have:

- Secured a custom, designed-by-us, just-for-us benefit plan that includes no-cost prescriptions and refunded office visits for management of chronic conditions
- Minimized medical premium increases to a total of only \$15/month over the 10-year period from 2008 through 2017 at every level of coverage, including many years with no increase
- Developed jointly the "wellness" aspect of our benefit plan, which includes the Health Risk Assessment, "knowing your numbers" through no-cost worksite screenings, and Cardio Credits through the online RedBrick website
- Ensured fairness through a benefits appeal process that includes representation from all three unions

In our Benefits Labor Management Committee, we engage in an ongoing basis with Group Health about our health benefit plan. At our Benefits Committee meeting earlier this month, we compared the cost of the healthcare for our employee group in 2015 to the cost from prior years, we heard from Group Health about the new This Is Healthy and Fun in the Sun initiatives, and we talked about the broadened definition of wellness that includes financial health, stress reduction, and other factors, which will be incorporated into our RedBrick activities in the future. We also discussed our progress toward earning lower premiums for 2017.



"At the last Benefits Committee meeting, it was great to hear some new energy from Group Health in engaging more staff in wellness initiatives. We also learned that we need more of us further along in the RedBrick process this year. Many of us are behind where we need to be to get lower

premiums for next year and the deadline is September 30. If you have not started yet for the year, now is definitely the time to get going!"

Meta Thayer, Physical Therapist, Northgate, Benefits Committee Member

Earn your lower premium for 2017 over the next two months

Deadline to save \$900: September 30

We are behind in doing the activities we need to do to qualify for \$900 off our premiums for 2017. Many of us have not completed all of the steps to earning the full premium reduction this year. By September 30, in order to qualify for the low premium rate, we must:

- **Complete a health risk assessment** on the RedBrick website (even if we have already done the risk assessment in a prior year or completed a different risk assessment this year)
- **"Know our numbers"** regarding blood pressure, BMI, and smoking. The screenings where we complete this step at our worksite already happened, but we can still go into Primary Care to complete this step quickly and easily.
- **Earn 900 "Cardio Credits."** We can earn the credits from having healthy risk factors in the "knowing our numbers" activity, participating in activities to improve our health like Weight Watchers or Quit for Life, and engaging in self-directed activities on RedBrick called "journeys." There are enough options that everyone of any health status can earn the maximum number of credits. However, doing "journeys" can take time, so it is essential that we start now in order to have time to complete them prior to September 30.

Building toward a future of affordable health benefits

We know that after we become part of Kaiser Permanente we will need a path that continues our approach of partnership for affordable, quality, stable healthcare benefits. Our current four-year health benefits agreement ends in mid-2017. Over the next year, we as unions will be getting more information about the health benefits at Kaiser to inform our thinking about our path forward.

Our commitment to that path starts now when we each complete our Total Health requirements for the year. Talk to a Benefits Committee member with your ideas and questions.



Our Union Benefits Committee:

- Cyndi Kirkpatrick-Cockett, Pharmacy Tech,
Tacoma South, UFCW 21
- Joan Kloster, RN, Bellevue Cardiology, SEIU
Healthcare 1199NW
- Teri Murray, RN, Tacoma Care Management,
SEIU Healthcare 1199NW
- Karen Peterson, Claims Processor II,
Administrative Main Building, OPEIU Local 8
- Meta Thayer, PT, Northgate, SEIU Healthcare
1199NW
- Mala Williams, LPN, Tacoma South, SEIU
Healthcare 1199NW