

# Fact Sheet

November 2012

## Important Facts about the Proposed Changes to Health Insurance at UMass Memorial Medical Center

UMass Memorial Medical Center's negotiations with the two, separate bargaining units of the Massachusetts Nurses Association (MNA-University and MNA-Memorial/Hahnemann) are about preserving quality, safe and affordable care for our patients and ensuring the Medical Center's financial strength. Managing our employee benefits costs is critical to the future of our organization and its standing as not only the health care provider of choice in Central New England, but also the employer of choice to thousands of our neighbors, family members and friends.

To that end, we are asking the MNA to join us in making some changes to its members' health insurance benefits, just as our other Worcester-based union partners have done. As our UFCW, UFCW-Skilled, NAGE and NECOPS union partners understand through their own agreements with the Medical Center, the proposed changes to health insurance are part of a competitive Total Rewards package for our nurses that will continue to provide comprehensive medical coverage, aligned with the market.

### **FACT:**

Health insurance costs continue to rise at an unprecedented rate and to keep pace employers across Massachusetts and the nation are increasing employee cost share. At the Medical Center, our proposed changes to health insurance benefits allow us to maintain current benefit levels while controlling future costs.

### **FACT:**

Under the proposal to the MNA, full-time and part-time nurses would pay slightly more toward their health insurance premiums, approximately five percent and 10 percent, respectively.

Against the backdrop of businesses, government and insurers pushing for high quality care at lower cost; reimbursement payments rapidly declining; and patient volume continuing to decrease, the Medical Center's salaries and benefits programs account for approximately 50 percent of our expenses. We are challenged to balance declining payments for the care we deliver with escalating benefits costs. The Medical Center's proposed changes to the health insurance program for nurses preserves an essential employee benefit, while at the same time moderating the expense.