

NNU Nurses Win Historic Victory at MedStar Health! Management Finally Agrees to Reimburse Nurses for Increased Healthcare Costs for 2012 and 2013

After three arbitration decisions by two separate arbitrators and a federal judge's order, hospital management has entered into a settlement agreement with nurses represented by National Nurses United to repay nurses for nearly all increases in out-of-pocket costs and premium increases for calendar years 2012 and 2013. The reimbursements will be applicable to NNU members at Washington Hospital Center who enroll in the company's Care First healthcare plan. This settlement comes after MedStar Health "materially diminished" our health benefits by increasing out-of-pocket costs and premiums in an effort to drive nurses to use MedStar Health exclusively for health services. These changes had the effect of reducing the viable healthcare options available to nurses and their families rather than allowing nurses to use their professional judgment when seeking care for their families. This ruling is a credit to the strength of our NNU contract, which requires management to maintain certain standards for registered nurses, and the perseverance of NNU nurses who demanded that management follow our collective bargaining agreement.

Frequently Asked Questions

- Q.** Why will NNU nurses receive reimbursements for healthcare expenses?
A. Two arbitrators ruled that Washington Hospital Center management violated our collective bargaining agreement by "materially diminishing" our health benefits. The arbitrators ordered management to repay nurses for changes to the healthcare plan in calendar years 2012 and 2013.
- Q.** When will nurses begin receiving checks?
A. Checks will be issued in two steps. Nurses will first be reimbursed for calendar year 2012 after NNU is provided with data that details the total reimbursement due to each nurse. According to the agreement, NNU will be provided this information by the end of the week. Nurses will be reimbursed for calendar year 2013 after NNU is provided with similar information about the amounts to be reimbursed to nurses. That information is due by May 15, 2014.
- Q.** Do I need to do anything to receive a check?
A. Nurses will not need to do anything to receive a check but nurses should study the reimbursements carefully to make sure that you are being reimbursed for the full amount due. If a nurse believes that his or her reimbursement is incorrect, the nurse will need to fill out a HIPAA release form so that NNU can investigate the discrepancy.
- Q.** Does this settlement resolve our dispute over healthcare changes in calendar year 2014?
A. No, we are still in the process of disputing changes made for the current calendar year.
- Q.** Doesn't SEIU Local 722 have similar contract language to dispute healthcare changes? Will our co-workers represented by Local 722 receive reimbursements?
A. Yes, Local 722 has similar contract language that allows the union to challenge changes made to the health plan. Local 722 members should contact their union leadership in order to inquire about their reimbursements.

Look for your checks soon! If you have any questions, please contact National Nurses United at 202-494-8083 or 240-460-0352.

Details of the reimbursement agreement are on the back of this sheet.

The National Voice for Direct-Care RNs

Details of the Reimbursement Agreement between NNU and WHC

■ Reimbursement for 2012 Changes to the Health Plan

- a. All current bargaining unit members and their dependents within the Scope of this Agreement who in 2012 were enrolled in the CareFirst PPO Basic Plan will be entitled to reimbursement of:
 - i. All payments toward the in-network deductible that exceed \$300 for an individual plan and \$600 for a family plan.
 - ii. All payments toward the out-of-network deductible that exceed \$600 for an individual plan and \$1,200 for a family plan.
 - iii. All coinsurance payments for in-network services that exceed \$2,000 for an individual plan and \$4,000 for a family plan.
 - iv. All coinsurance payments for out-of-network services that exceed \$4,000 for an individual plan and \$8,000 for a family plan.
- b. All current bargaining unit members and their dependents within the Scope of this Agreement who in 2012 were enrolled in the CareFirst PPO Enhanced Plan will be entitled to reimbursement of:
 - i. All payments toward the deductible for in-network services.
 - ii. All payments toward the out-of-network deductible that exceed \$300 for an individual plan and \$600 for a family plan.
 - iii. All coinsurance payments for in-network services that exceed \$1,000 for an individual plan and \$2,000 for a family plan.
 - iv. All coinsurance payments for out-of-network services that exceed \$2,000 for an individual plan and \$4,000 for a family plan.

■ Reimbursement for 2013 Changes to the Health Plan

- c. Subject to a discount of five (5) percent of the total amount of reimbursement, all current bargaining unit members and their dependents within the Scope of this Agreement who in 2012 were enrolled in the CareFirst PPO Basic Plan and in 2013 were enrolled in the CareFirst PPO Plan will be entitled to reimbursement of:
 - i. All payments toward the in-network deductible that exceed \$300 for an individual plan and \$600 for a family plan.
 - ii. All payments toward the out-of-network deductible that exceed \$600 for an individual plan and \$1,200 for a family plan.
 - iii. All coinsurance payments for in-network services that exceed \$2,000 for an individual plan and \$4,000 for a family plan.
 - iv. All coinsurance payments for out-of-network services that exceed \$4,000 for an individual plan and \$8,000 for a family plan.
- d. Subject to a discount of five (5) percent of the total amount of reimbursement, all current bargaining unit members and their dependents within the Scope of this Agreement who in 2012 were enrolled in the CareFirst PPO Enhanced Plan and in 2013 were enrolled in the CareFirst PPO Plan or who in 2012 were not enrolled in a MedStar-sponsored plan and in 2013 were enrolled in the CareFirst PPO Plan will be entitled to reimbursement of:
 - i. All payments toward the deductible for in-network services.
 - ii. All payments toward the out-of-network deductible that exceed \$300 for an individual plan and \$600 for a family plan.
 - iii. All coinsurance payments for in-network services that exceed \$1,000 for an individual plan and \$2,000 for a family plan.
 - iv. All coinsurance payments for out-of-network services that exceed \$2,000 for an individual plan and \$4,000 for a family plan.
- e. Subject to a discount of five (5) percent of the total amount of reimbursement, and as further detailed in Paragraphs 4(c)(i) to 4(c)(iii), all current bargaining unit members and their dependents within the Scope of this Agreement shall be reimbursed for any increased premium they paid in 2013 as compared to 2011 premium levels, except that nurses will only be reimbursed for fifty (50) percent of any premium paid as a result of their non-participation in the MyHealth Questionnaire Wellness Program.
 - i. Plan Calculation: The calculation of the premium that a nurse would have paid in 2011 will be based on the plan in which the nurse was enrolled in 2012 (i.e. PPO Enhanced or PPO Basic). If a nurse was not enrolled in a WHC-provided health insurance plan in 2012, she shall receive a reimbursement based upon the 2011 Care First PPO Enhanced Plan premium levels.
 - ii. Coverage Calculation: The calculation of the premium that a nurse would have paid in 2011 will be based on the level of coverage (i.e., individual / parent and child) that the nurse subscribed to as of December 31, 2013.
 - iii. MyHealth Credit Calculation: The total reimbursement amount paid to nurses who did not fill out a MyHealth Questionnaire will be diminished by \$15 per month, reflecting fifty (50) percent of the premium discount the nurse would have received if he or she had filled out the questionnaire. Nurses who filled out a MyHealth Questionnaire will not be reimbursed for the \$30 per month discount that they received as a result of their participation.