

MAY 7 HEALTH PLAN PROPOSAL TO SEIU 1199 NE

Last, Best, and Final Proposal

As healthcare costs continue to rise, Butler has been focused on providing a total rewards package that is market competitive, affordable for employees, and sustainable for the Hospital. Here is our proposal:

MEDICAL PLANS

- Butler Union BlueSolutions HSA, Butler Union Network Blue New England, and Butler Union HealthMate 1000/3000 plans will continue to be offered. Butler Union Healthmate 500/1000 will no longer be offered.
- **No Changes to Plan Designs** – The Hospital is proposing no changes to co-pays or deductibles for the duration of the contract for any of the offered plans.

HEALTH SAVINGS ACCOUNTS (HSA)

- **The BlueSolutions HSA plan will continue to have a \$0 paycheck deduction.**
- For the BlueSolutions HSA plan, the Hospital has enhanced our proposal on funding of employee Health Savings Accounts. **Under this proposal, the Hospital will fund 50% of the deductible for the life of the contract.**
- If requested, Butler Hospital will “front-load” (deposit your elected HSA contribution amount in one lump sum at the beginning of the year) up to 50% of the plan deductible, so funds are available at the beginning of the year to pay for medical expenses.

MEDICAL PAYCHECK CONTRIBUTIONS

Your payroll contributions cover a percentage of the total cost of your medical plan (total premium). Butler Hospital also contributes to the cost of your health insurance premium each month. Every year, the cost of your health insurance (total premium) increases due to increasing healthcare costs.

- Network Blue New England plan – **The hospital has proposed that employee paycheck deductions would be reduced by over 70% for full-time employees and over 50% for part-time employees on this plan**, which has a very low deductible and will greatly reduce out-of-pocket costs.
- In 2026, Full-Time employee contributions for the Healthmate and Blue Solutions plans will remain the same as current.
- The Hospital proposal guarantees employee contributions in each year of the contract. This allows Butler to continue to offer you comprehensive medical plans at affordable rates, while ensuring your health insurance contributions remain predictable.
- Part-Time Employee Contributions for the medical plans will no longer vary based on hours worked. The hospital reduced the per-pay period contributions for part time employees in our May 4th proposal.

OPT-OUT CREDITS

- The Hospital withdrew its proposal to discontinue medical opt-out credits.

ELIGIBLE DEPENDENTS

- Ex-spouses will no longer be considered an eligible dependent on the health plans, effective 1/1/2026.

DENTAL INSURANCE

- The Hospital withdrew its proposal to reduce dental plans options from 3 to 2. All 3 dental plan options will continue with the same plan design.

LIFE INSURANCE

- The Hospital withdrew its proposal to discontinue payroll deductions for Colonial Life coverage.