



# Cabell Huntington Hospital

Member of **MOUNTAIN HEALTH NETWORK**

Nov. 10, 2021

Dear Team Members

The recent and unfortunate circumstances surrounding the labor strike at Cabell Huntington Hospital have led me to prepare this letter. Work stoppages at hospitals differ from those at industrial facilities. The very health and wellbeing of human lives are the responsibility of the dedicated staff who continue to care for patients.

We're thrilled that so many of you have already returned to work to care for our patients and support important operations. If you are considering that option, we welcome you to return to work. Your jobs are available, and we welcome you back to work.

We thought it important to remind you that the hospital did not want a strike to occur and worked hard to try to avoid it. We think that is it important to let you know the truth about the wages and benefits the hospital has offered.

- Proposed wage increases: average of 3% per year (2% annual/2% Step increase)
- Premium Pay: for non-direct patient care positions - \$2/hr. weekdays and \$4/hr. weekends  
For direct patient care positions - \$3/hr. weekdays and \$5/hr. weekends
- Bonus for earning additional certification (\$500 FT/\$250 PT)
- Enhanced uniform allowance of \$165 per year for all employees requiring any uniform
- Healthcare – migration to new Hospital Plan
- Funeral Leave: extended time period of eligibility for funeral leave days
- Increased shift differentials: from \$0.45 to \$0.75 for evenings; from \$0.48 to \$0.85 for nights;  
maintain \$1.00 for weekend differential
- Retirement (401k) Plan: Continue Hospital 3% annual contribution
- COVID-19 Side Letter includes provision to allow for 40 hours of vacation payout if unable to  
grant vacation due to COVID operational issues
- Vacation time during inclement weather - If the Hospital cannot transport or board an  
essential employee during weather emergency, the employee may use vacation time

I want to spend a moment discussing the Hospital’s healthcare proposal. Under the new medical plan, employees enjoy rich benefits and low deductibles, with access to a wide range of highly specialized services. The system pays over \$60 million annually for these services for our staff – it is not free. The supplies, clinical salaries, physician services and latest technology are not free.

As part of the Hospital’s efforts to remain competitive and provide well-paying and meaningful jobs for you and your co-workers, in 2019, the Hospital’s Board of Directors decided to institute affordable, and below market employee healthcare premiums. All Cabell employees, with the exception of the service unit, pay the same affordable and below market premiums. To help defray the costs further, the Hospital we proposed discounted premiums based upon income levels (see attached). Under this proposal, the Hospital will pay for, on average, 95.5% of the total service employee healthcare costs. Service employees making under \$50,000 per year will pay significantly discounted premiums. Based on our research, Cabell’s healthcare premiums are more affordable than any other in the Tri-state Region.

In addition, the current proposal provides for lower domestic deductibles of \$100 individual/\$300 family compared to the current plan deductibles of \$200 individual/\$600 family. Also, this proposal offers lower pharmacy co-pays than current charges. Please see the new plan rates:

### **Plan Design Changes (Domestic Pharmacy) (up to 34-day Supply/90-day Supply)**

	Service Unit Current	2021 -2024 Plan
Generic Drugs 30 day/90 day copay	\$12.50/\$25 copay	\$5/\$10 copay
Preferred Brand	\$25/\$50 copay	\$10/\$20 copay
Non-Preferred Brand/ Specialty Drugs	\$35/\$70 copay	\$20/\$40 copay

Cabell Huntington Hospital is committed to providing you with accurate information, and we look forward to your return to work.

Sincerely,



Tim Martin  
Chief Operating Officer, Cabell Huntington Hospital