

OUR VOICE. OUR HOSPITAL.

OUR UNION!

SIGN A UNION CARD TODAY

Shouldn't YNHH Employees Have a Low-Cost Choice of Medical Plans?

Sharmont Little Thinks So. That's Why He Signed a Union Card.

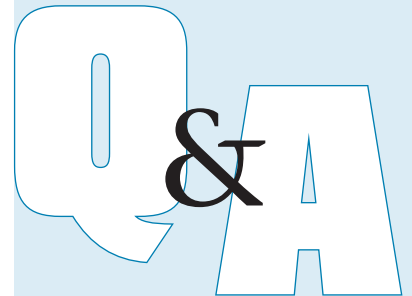


"YNHH is a major institution in our community and people who work here should be able to live more comfortably. My brother works at the hospital, so do my cousins, and my sisters also want to work here. But we need to create an organization to make change. For instance, I have two daughters—one is five and one is two. But I can't afford health insurance with the hospital (YNHH), so they are both on HUSKY. We should ALL be able to go to YNHH for health care, because YNHH is one of the greatest hospitals in the world. I was born at YNHH and my kids were born here. But the point is, we should have a lower cost option."
Sharmont Little, PCA, YNHH

At Yale University, Gloria Lopez Has a Union AND a Choice.



"My whole family has been a part of the Yale Health Plan, including my four children. Since we formed our union, I've never once paid a doctor or hospital bill for any of our care. My son Faustino is now a grown man and works as a firefighter with his own union. Once when he was a kid away at camp, he got sick and had to go to a doctor there. Even though he was out of the New Haven area, my coverage through the health plan covered him and I paid nothing for the visit."
Gloria Lopez, Registered Medical Assistant, Yale University, Member, Local 34 (with her son, Faustino Lopez)



Q. When we have a union, do we lose our banked PTO, bonuses, or 401K?

No. People join unions to win improvements, not to lose them. By law, we start negotiations with everything we have now and bargain for improvements. Yale University workers have already proven that power in numbers results in big gains at the bargaining table.

YNHH employees will decide what we want to keep and improve in our contract. It may or may not look like the University contract, or Waterbury contract, or any other union contract—the only people who can decide are YNHH employees.

Q. What gains am I guaranteed if we win the union?

With a union, YNHH employees are guaranteed the opportunity to sit down as equals with YNHH management to negotiate improvements in wages, benefits, and working conditions. Right now, YNHH makes all decisions—with a union, employees will negotiate as a group, from a position of strength rather than each employee going it alone. Once YNHH employees approve the negotiated contract—the raises, rights, and improvements are guaranteed in a binding contract. Without a union, nothing is guaranteed.

**working
TOGETHER
works**

FOR OUR FAMILIES • FOR OUR FUTURE

FEDERATION OF HOSPITAL AND UNIVERSITY EMPLOYEES AT YALE
1199/SEIU ORGANIZING COMMITTEE AND LOCALS 34 AND 35
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COMPARISON OF FAMILY MEDICAL COVERAGE FOR FULL-TIME EMPLOYEES Yale University (union) vs. YNHH (non-union)

	University Health Plan	University Aetna Network	YNHH Advantage Plus	YNHH Advantage
Annual Medical Premiums	\$0 (same for part time)	\$1,376 (same for part time)	(Based on date of hire) Before 2000 upto: \$1,227 1/1/00–12/31/02: \$1,783 1/1/03–12/31/05: \$2,289 1/1/06–Present: \$2,415 (part timers pay more)	(Based on date of hire) Before 2000 upto: \$ 421 1/1/00–12/31/02: \$ 979 1/1/03–12/31/05: \$1,368 1/1/06–Present: \$1,430 (part timers pay more)
Annual Medical Deductible	None for medical care	None	None	\$400 deductible (limited to certain procedures, see below)
Out-of-Pocket Expenses				
Well Child Care	No copay	\$5 copay	\$20 copay	\$20 copay
Routine Adult Exams	No copay	\$5 copay	\$20 copay	\$20 copay
OB/GYN Exams	No copay	\$5 copay	\$20 copay	\$20 copay
Mammography	No copay	No copay	No copay	No copay
Routine Hearing Exam	No copay	\$5 copay (limit one per 24 month period)	\$20 copay	\$20 copay
Physician Office Visits	No copay	\$5 copay	\$20 copay	\$30 copay
Specialist Office Visits	No copay	\$5 copay	\$20 copay	\$30 copay
Allergy Services	No copay	\$5 copay	\$20 copay	\$30 copay
Diagnostic Services	No copay	No copay	No copay	80% coverage, subject to deductible
High Cost Diagnostic Imaging	No copay	No copay	No copay at YNHH; \$100 copay at other Anthem PPO Provider	80% coverage, subject to deductible
Maternity Care (in office)	No copay	\$5 copay	No copay	80% coverage, subject to deductible
Infertility Services (Evaluation only)	100% coverage up to \$5,000 lifetime benefit (does not include in-vitro)	\$5 copay for diagnosis and treatment; in-vitro and advanced reproductive technology through Yale Medical Group	\$20 copay	\$30 copay
Emergency Room	No copay	\$50 copay (waived if admitted)	\$70 copay (waived if admitted)	\$70 copay (waived if admitted)
Urgent Care Facility	No copay	\$35 copay (waived if admitted)	\$35 copay (waived if admitted)	\$35 copay (waived if admitted)
Ambulance	No copay	No copay	No copay	No copay to YNHH (80% coverage to other hospitals, subject to deductible)
Inpatient Admissions	No copay	No copay	No copay at YNHH; \$700 copay per admission at other Anthem PPO Provider (max 3 copays per person per year)	No copay at YNHH; 80% coverage at other Anthem PPO Provider, subject to deductible
Outpatient Surgery	No copay	No copay	No copay at YNHH; \$250 copay per procedure at other Anthem PPO Provider	At YNHH, 100% coverage, subject to deductible; 80% coverage at other Anthem PPO Provider, subject to deductible
Services of a Physician or Surgeon (other than office visit)	No copay	No copay	No copay	80% coverage, subject to deductible
Inpatient Mental Health	60 days/year	No copay	No copay at YNHH; at other Anthem PPO Provider, \$250 copay per admission	No copay at YNHH; 80% coverage at other Anthem PPO Provider, subject to deductible
Chiropractic, Occupational, Physical and Speech Therapy	No copay for Physical, Occupational or Speech Therapy; Chiropractic not covered	\$5 copay	\$20 copay	80% coverage, subject to deductible

Note: For more details on medical coverage as well as prescription drugs, dental and vision coverage, visit our website at www.ynhhunions.org. All cost data assumes care is received in-network.

COMPARE THE UNION DIFFERENCE

FEDERATION OF HOSPITAL AND UNIVERSITY EMPLOYEES AT YALE.

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