

We deserve transparency around our medical benefits!

Providence should have brought the Aetna network change to us proactively. Instead, they implemented this network change without any discussion. We still have received only partial information about the move to the Aetna network.

We have fought over many years to win and protect the standard of maintenance of benefits for our PPO plan. There are many aspects of that medical plan design that cannot change.

Our Benefits and Well-Being Committee will be holding Benefits Education Sessions during open enrollment from October 30-November 15 to help everyone get the information we need about what is changing and what is staying the same with our benefits. Open enrollment drop-in locations are listed at the bottom of this bulletin.



“ We have been meeting as a Benefits Committee since their original announcement in March, and while it has been very grueling trying to get the most basic information, we finally know the Tier-1 provider network is remaining the same. The only other thing we have been able to know for sure in all these meetings, until very recently, is that we have Maintenance of Benefits—that our copays and deductibles for our PPO plan aren’t going to change because we have bargained them!

We are caregivers. We take care of patients, and we work for an organization that provides, We shouldn’t have to be so afraid that we won’t be able to get the kind of care we provide.”

– **Saba, RN, Telemetry, First Hill**

Some of what we know

Provider Network – Our Tier-1 Provider network, also known as “in-network” is staying the same. Providence, Swedish, PacMed, and other previous in-network care will remain in network.

Aetna Tier-2 Network – Is changing from a Premera network to an Aetna network in 2025.

Behavioral Health – The behavioral health network is currently Optum. Next year the network will change to Aetna. Changing behavioral health providers is something we take very seriously and will continue to fight for the smoothest transition possible. Some transition of care services will be available in December through ChooseWell.

Prescription Services – Currently, prescription drugs may be filled through mail order service Postal Prescription Service or an in-network retail pharmacy such as Walgreens. The prescription network is changing in 2025 to CVS Pharmacy, which includes a different mail order service.

Chronic Disease Management – We will continue to have access to many prescriptions and durable medical equipment at no charge for the treatment of chronic lung disease, coronary artery disease, clinical depression, and diabetes.

Lyra – We can get 25 free visits per issue, per family member per year through this Behavioral Health resource.

Choose Well – We still need to get 40,000 points to achieve the health incentive. Getting a flu shot, going to a primary care provider visit, and completing a smoking cessation attestation are a great start.

Our Premiums (which we pay each week out of our earnings) are bargained in our contract and cannot change without negotiating.

PPO Plan Design - Key elements of the PPO like office visit co-pays, our deductible, our out-of-pocket max, and many other plan design elements is listed in the back of our contract.

Some of what we do not yet know

Prescription Services – Will the transition to Aetna and CVS mean that costs of the medications we’re taking will change?

Behavioral Health - We don’t know which Optum behavioral health providers are also covered under Aetna. You can go to MyChooseWell.Aetna.com to search for individual providers covered under the Aetna network.

Aetna Tier-2 Network – We are pushing for, but have not yet received, a comprehensive list of Aetna Tier-2 providers. You can go to MyChooseWell.Aetna.com to search for individual providers covered under Aetna.

Open enrollment will take place October 30 – November 15



“Coming to open enrollment is so important because sharing information is one very important thing we can control. The more we know the more we can help ourselves get a healthcare plan that is going to be there for us when something goes wrong. We want you to come and learn about your health plan options, about the new Aetna network, what you are going to pay out of pocket, and more. You don’t want to be stuck with a huge hospital bill and with our great benefits there is no reason that should happen.”

- Jo Harris-Deuring, Social Worker, Case Management, Cherry Hill



“Providence does not have the Swedish values we are used to when it comes to working together on medical benefits. We have to focus more on understanding our rights and our benefits because they are under attack. Unfortunately, we can’t take what little we hear from Providence as true.”

- Margie McInnis, Sterile Processing Tech, Sterile Processing, First Hill

You can meet with a coworker or contact Benefits Services to learn about our benefits options, make plan selections, and cover dependents.

We take this as a time to give a reminder about achieving 40,000 points through ChooseWell in order to achieve the health incentive premium reduction. Points must be collected before the end of open enrollment.

Here’s our calendar for open enrollment:

30-OCT	Zoom	12pm-1pm	Virtual, link forthcoming
31-OCT	Cherry Hill	12pm-1pm	CH Layton Room
1-NOV	First Hill	11am-1pm	Glaser Auditorium
1-NOV	Ballard	12pm-2pm	5N Computer Lab
1-NOV	Edmonds	12pm-2pm	Whidbey Room
4-NOV	First Hill	9am-1pm	Glaser Auditorium
4-NOV	Zoom	4pm-7pm	Virtual, link forthcoming
5-NOV	First Hill	2:30pm-4pm	SOI 1st Floor
5-NOV	First Hill	7pm-8:30pm	Glaser Auditorium
6-NOV	Zoom	12pm-1pm	Virtual, link forthcoming
6-NOV	Edmonds	6pm-8pm	Whidbey Room
7-NOV	Redmond	10am-11am	Breakroom
7-NOV	Issaquah	12pm-1pm	Tech Training Room
8-NOV	Cherry Hill	11am-1pm	SECC Room D
8-NOV	Cherry Hill	6pm-8pm	SECC Room D
11-NOV	Ballard	6pm-8pm	5N Computer Lab
14-NOV	Zoom	5pm-6pm	Virtual, link forthcoming