


Know the Facts

Your Benefits Today vs. With a Union

Benefits Now	Benefits With a Union
<ul style="list-style-type: none"> Medical plan options <ul style="list-style-type: none"> Prescription delivery, discounts & payroll deduction Low cost care at BayCare facilities Diabetes prevention and supplies programs Dental plan options Vision plan options Preventive care coverage Health Saving Account Flexible Spending Account No-cost life and AD&D insurance Low-cost supplemental and dependent life and AD&D insurance coverage Short-term disability plan Long-term disability plan Retirement Savings Plan (401K) tax – deferred matching contributions Paid-Time-Off and cash in options Flexible scheduling to meet personal needs Team Member walk-in service at Team Care Employee Assistance Plan - Disease management and prevention, smoking cessation, stress management and weight management programs Child care center Adoption Assistance Direct deposit Tuition assistance and reimbursement Identity Theft Protection Travel Assistance Will Preparation Free professional development courses with BayCare Organization Development and Learning College savings program for team members' children Wellness Programs – Fitbits, Weight Watchers, Gym Discounts, Movement Programs Wellness Center discounts Free parking Service/Tenure award programs Team Award-Annual Incentive Plan High Five Rewards <p><i>BayCare Choice Rewards (Voluntary Benefits)</i></p> <ul style="list-style-type: none"> Allstate-Group Hospital Indemnity Allstate-Group Accident MetLife Auto Insurance AAA Membership Option Tickets at Work Purchasing Power (Payroll Deduction) Tampa and Orlando-Theme Parks Travel & Vacation Discounts Electronic, Flowers, Home & Garden, etc. Pet Insurance Many other options 	

In collective bargaining there are no guarantees — EVERYTHING IS NEGOTIABLE. You can keep the same, get more or less than you have now and you may have to pay the union.