

----- Forwarded message -----

From: "James J. McGovern III" <JMcGovern@genovaburns.com>

Date: Nov 4, 2020 5:18 PM

Subject: Open Enrollment Notice

To: Aisha Harrison <aharrison@jneso.org>

Cc: Doug Placa <DPlaca@jneso.org>, "Chester Banks (SMHP)" <cbanks2@primehealthcare.com>

Aisha

As you know, I represent St. Mary's in its negotiations with JNESO. I was asked to respond to your email below on the open enrollment. The Union has mistakenly stated that the open enrollment notice deals with medical benefits. It does not. The cover letter provides:

The second phase, the Medical Benefits will be available in the upcoming weeks and you will be notified in a separate announcement.

An updated Benefit Guide will be available to you at that time.

The Hospital is well aware of its negotiations obligations regarding medical benefits. The items that are being discussed in the scheduled meetings are other benefits outside of medical benefits that are provided to employees. Once an agreement with the Union is reached on medical benefits a separate announcement will be made.

I trust that this email clears up any misunderstanding.

If you have any questions I can be contacted at the numbers below.

Thank you

James J. McGovern III

Partner

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----- Original message -----

From: Aisha Harrison <aharrison@jneso.org>

Date: 11/4/20 2:50 PM (GMT-05:00)

To: "Chester Banks (SMHP)" <cbanks2@primehealthcare.com>

Cc: Doug Placa <DPlaca@jneso.org>, Yolanda Brewer <YBrewer@jneso.org>, iv iv <ivband@hotmail.com>,
Queen B <chiga1975@optonline.net>

Subject: EXTERNAL: Open Enrollment Notice

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Mr. Banks,

It has come to our attention there are flyers in the hospital urging members to make an appointment November 9- November 20, 2020 for Open Enrollment for the 2021 Medical Insurance.

The parties are currently in contract negotiations. No agreement has been reached regarding said insurance plan(s). Until and unless such an agreement is reached it would be impossible for members to know what they

are enrolling in unless the existing, and still in effect plans are maintained. Offering of other options that have not been agreed to would result in a failure to bargain and in our view an Unfair Labor Practice due to the violation of the CBA. JNESO would expect to hold the employer liable for any and all claims, loss of coverage and monetary damages incurred by our members should the Employer engage in unilateral actions.

JNESO is opposed to offering any different health care options until parties have come to an agreement.

Respectfully,
Aisha Harrison
Labor Representative
Phone: (732)745-2776
Fax: (732)828-6343
Membership: 1 (800) 292-0542
WWW.JNESO.ORG

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