

## All Team Member | FAQs

**As of Feb. 28, 2022**

### **Benefits, Compensation, Insurance, Jobs, Retirements, Transfers, Virtual Work**

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#### **Benefits**

##### **Will there be changes to our benefits?**

There are no immediate benefit changes. Each organization evaluates benefits every year and makes adjustments. As the integration process advances, we will be able to share more definitive information and timelines.

##### **How will we manage FMLA?**

For the legacy Spectrum Health system, FMLA or Family and Medical Leave Act is managed through the Integrated Disability Management team.

For the legacy Beaumont Health team, FMLA is managed through Benefits Administration.

#### **Compensation**

##### **Will there be changes to our pay rate?**

There are no immediate changes planned to compensation as a result of the integration. We will continue to regularly evaluate compensation as we move forward to ensure we remain market competitive.

#### **Health Insurance**

##### **Will our health insurance change?**

There are no immediate planned benefit changes at this time. We evaluate benefits every year and make necessary adjustments to plans and offerings to ensure we remain market competitive. As the integration process advances, we will be able to share more definitive information and timelines.

Our goal is to make this integration as seamless as possible—for our teams, patients, health plan members and communities.

##### **Will Beaumont employees get access to Priority Health insurance?**

Offering Priority Health insurance to all BHSH System team members is an option we will fully evaluate and consider.

##### **Will the provider network for the Beaumont Employee Health Plan and Priority Health expand to include providers and hospitals from all divisions of BHSH System?**

While we have joined together as a single health system, nothing changes about the way our patients receive care – your care teams will remain the same, and we will continue to work with the same health insurance companies. You should continue to access care in the same way you currently do.

## **Jobs**

### **Is Beaumont unionized, and if so, what is the impact on the new health system?**

Existing union contracts within the BSH System divisions are being honored and will not impact or apply to other divisions.

### **Where will new job openings be posted?**

Job openings are being posted in the same manner as before. We are currently working to ensure job postings are accessible systemwide.

### **How will this integration impact the current staff shortage?**

This is a great opportunity to share best practices across our organizations and strengthen our talent pipeline. We are Michigan's largest health system and already a great place to work. We look forward to recruiting more people to join our system, and we are committed to retaining our current team members.

### **Will our job titles change?**

At this time, titles for most team members will not change. However, the BSH System leadership team has BSH System titles to reflect their oversight over the new organization.

## **Layoffs**

### **Do you anticipate layoffs in the coming months?**

There are no immediate employment changes planned. We are excited about the future and the new health system is providing more opportunities. We are committed to transformation and need talented individuals on all our teams.

## **Retirement**

### **As we create a new organization, will we be able to roll our 403(b) balances into our own personal accounts? What is the impact on legacy employee pensions for retirees?**

Retirement benefits, along with other benefits, will be reviewed during the integration process. Team members will be informed of any changes. There are no immediate impacts to current benefit plans, including the retirement plans.

## **Seniority**

### **Will team members keep their seniority and PTO?**

There are no immediate benefit changes. Each organization evaluates benefits every year and makes adjustments. In terms of seniority, team members will retain their seniority date with their legacy organization.

## **Transfers**

### **Will we be able to transfer between our legacy organizations and retain our seniority?**

Allowing team members to transfer as internal hires between the divisions of the new organization is a priority. Within the coming weeks, BSH System will launch an Inter-Entity Transfer Policy that addresses transfers and clarify how benefits and seniority will transition.

## **Virtual Work**

### **Will virtual work continue?**

Once we are able to welcome virtual team members back on-site, we want to continue to emphasize flexibility as well as a virtual-first philosophy. We encourage leaders and team members to continue having conversations about the most appropriate workplace category for the team member's role.

## **BHSH System Branding, Naming**

### **BHSH System Branding**

#### **Will signs at our sites change to BHSH System?**

#### **Will we be rebranding our logo, email signatures and marketing materials?**

“BHSH System” is a temporary name as we work together to define our new brand. For now, the “Beaumont Health” and “Spectrum Health” names will remain. After we select a permanent name, we will begin the process of rebranding with a new logo, marketing materials, signage, email signatures, etc.

### **Interim Usage Guidelines for BHSH System and For Michigan, By Michigan™**

What is the guidance on using existing brand names, BHSH System and the ‘For Michigan. By Michigan’ phrase in email signatures and presentations while the naming process is underway?

- The ‘Beaumont Health’ and ‘Spectrum Health’ brands remain in place during this transition so please continue to use the email signatures and presentation formats that you used before we came together.
- We’d love everyone to use ‘For Michigan. By Michigan’ in their email signature. It’s a clear statement of who we are and why we came together. You can find a link to it here:
  - [Spectrum Health Intranet](#)
  - [Beaumont Health Intranet](#)
- BHSH System is intentionally temporary so we will use it minimally. The place you will see it used is in BHSH System Leadership Team email signatures and presentations.

We are excited to be underway with the process of developing the new name for our system and will keep you updated over the coming months.

### **System Naming**

#### **When will a new name/logo be announced? What will each campus be called?**

There are many aspects to consider when selecting a name for an organization of our size, including the existing names, what we stand for, cultural sensitivities and legal requirements. All of this requires a thoughtful and collaborative process.

We have engaged a specialized branding firm to help us do this well. We anticipate completing the naming process within 6–12 months. While it is too soon to say what individual campuses or buildings will be called, one of our goals will be to honor the strong brands and rich histories of each legacy system.

### **Communications**

#### **Where can I find updates about BHSH System?**

We will provide updates throughout the integration process, through emails, local intranets, social media posts, the [For Michigan By Michigan website](#), news releases and media briefings, and virtual all team member Town Halls.

- [Spectrum Health Intranet](#)
- [Beaumont Health Intranet](#)

#### **When will the results of the team member integration survey be shared?**

The results of the team member integration survey will be shared at our upcoming Town Hall on March 16.

## **Email and Phone**

### **How do we answer the phone? Should we change our email signatures? Will our email address change?**

Most aspects of day-to-day operations will remain unchanged for now, including phone greetings and email addresses, until we have selected a new name. Team members are welcome to use the For Michigan, By Michigan™ in email signatures.

- [Spectrum Health Intranet](#)
- [Beaumont Health Intranet](#)

## **Community / Patients**

### **How do we respond to community members who are concerned we are getting too big and about pricing with our new system?**

We believe health decisions are made best locally. That is why we have four divisions in our new system. This structure empowers team members and leaders to make the best decisions for their local teams and communities.

Making health care and coverage more affordable is a key focus for us. With the health plan, physicians and hospitals working together, we can deliver better health care, better access and more affordable, innovative products.

## **Other Important Questions**

### **Diversity**

#### **How will we diversify our executive leadership and boards of directors?**

We are actively working to diversify our boards and leadership throughout the system. This includes prioritizing racial and ethnic diversity and also ability, age, gender, sexual orientation and other aspects of identity. We must ensure we have people from different backgrounds and communities serving our communities.

### **Education / Academic Programs**

#### **What impact will the integration have on research, education, resident/fellow training and academic mission?**

There are no immediate changes for research, education or resident/fellow training or team member training programs because of the integration.

We now have more than 115 programs for graduate medical education, residencies and fellowships. Academics, education and research will remain a core focus.

We will continue to collaborate with medical and other professional schools, including Michigan State University, Oakland University and Wayne State University. We will incorporate undergraduate medical education, graduate medical education, continuing medical education, nursing education and allied health education. And, we will build upon the research infrastructure at the Beaumont Research Institute and the Spectrum Health Office of Research and Education.

Our combined capacity for education and research will result in more learning and teaching opportunities. We strive to be a leading teaching and learning institute that fosters innovation to always remain at the forefront of medicine.

#### **Will BSH System continue training programs in critically staffed professions?**

There are no immediate impacts to team member training programs as a result of the integration. Current training programs for critically staffed professions will proceed, and we will continue to provide growth and learning opportunities.

## **Epic**

### **Will we integrate our Epic systems?**

All three care divisions (BHSB Beaumont Health, BHSB Spectrum Health Lakeland and BHSB Spectrum Health West Michigan) currently use Epic. The ongoing integration of Spectrum Health Lakeland and Spectrum Health West Michigan's Epic instances will continue. Migrating to a single Epic instance across BHSB System will be considered as part of the integration process.

## **Finance**

### **What will this integration mean for our overall financial health?**

#### **Will the system remain nonprofit?**

As BHSB System, we are taking a 360-degree view of health care costs for Michiganders, and we have the unique opportunity to test and try new approaches. We are committed to making health care more affordable.

BHSB System will remain a not-for-profit organization.

## **Geography and Physical Infrastructure**

### **How many counties are in the new BHSB System market area?**

#### **Will office locations for Beaumont Health and Spectrum Health stay the same?**

#### **Where will the BHSB System headquarters be located?**

The BHSB System market area for health care delivery includes 19 counties: three in Southeast Michigan, three in Southwest Michigan and 13 in West Michigan. The market area for health coverage through Priority Health extends throughout the state (83 counties).

Office locations will continue as they are now. The new system has corporate offices in Grand Rapids and Southfield, with the President & CEO and system leadership team spending time in both locations.

## **Integration**

### **Is it still possible for the FTC to raise concerns?**

Since Beaumont Health and Spectrum Health announced our intent to join together as one system last June, both organizations have provided the Federal Trade Commission with all the information they have requested, and the FTC's statutory review period has now expired. The FTC has the authority to review BHSB System—or any organization—at any time. We are confident that the system is pro-competitive and will benefit the communities we serve.

## **Structure**

### **Will this be more collaborative than previous partnerships?**

#### **How will the integration impact physician engagement and input into local and systemwide decisions?**

#### **Can we see org charts for each other's systems?**

#### **What is the role of the Chief People Officer?**

#### **Do you foresee team members continuing to report up through regional systems?**

#### **Is this a merger?**

BHSB System is the result of two health systems joining together to create a new system. Some media outlets are using the term "merger," which is understandable since this is a familiar term. In reality, we are creating a new health system.

Our goal is to be collaborative, foster physician and team member engagement, preserve local decision-making and use system resources effectively.

Our system has four divisions: BSHS Beaumont Health, BSHS Spectrum Health Lakeland, BSHS Spectrum Health West Michigan and Priority Health. Local fiduciary boards with committed community and physician board members are providing governance and leadership to each division. Each board retains local governance and oversight over key areas unique to the communities they serve. Our system board and system leadership team provide governance and oversight at the system level.

As we connect with peers across our system, the focus should be on getting to know one another—not on org charts, reporting structures or consolidating programs.

Once named, the BSHS System chief people officer will ensure human resource professionals and team member activities are aligned across the system and will also serve as a trusted advisor to the President & CEO and the system leadership team.

### **Vendors**

#### **What will happen with current vendor contracts and partnerships?**

Current contracts with vendors are being honored. Capital business plans already approved by the respective boards of the legacy organizations are proceeding.

Any changes will be communicated well in advance and will be aligned with our system goals and vision.

### **Operations**

#### **What will the integration mean for day-to-day operations?**

Most day-to-day operations will continue and will not change.

#### **Will the integration impact the color of our scrubs?**

No changes are planned at this time. Any changes will be communicated well in advance.

### **Timelines**

#### **What changes can we expect in the first few months of this integration?**

#### **When will team members be able to meet their counterparts?**

The Integration Management Office is working on a timeline for the integration and will communicate when the timeline is ready. Right now, team members are welcome to reach out to peers across the system and have introductory conversations. We encourage you to focus these conversations on best practices.

### **COVID-19**

#### **How will our legacy system COVID-19 dashboards change?**

There are no plans to combine COVID-19 dashboards.

### **Priority Health**

#### **Will Priority Health change its name and what does the new organization mean for Priority Health, as the integrated health plan within this new system?**

Priority Health is a key component of the new system and is helping us provide exceptional health care and coverage that is accessible, affordable and equitable. The Priority Health name will not change.

Collaborating with clinicians and leaders at Beaumont will allow Priority Health to better understand the nuances and unique health issues of the Southeast Michigan market and population. Our goal is to simplify the health care experience, improve health outcomes and make health care more affordable.

**Future State: Will our mission, vision and values change?**

As we create our new health system, we will reflect on the mission, vision and values we will need to guide us forward.