

Frequently Asked Questions – Team Members

Living Wage

What is a living wage?

A living wage is the minimum income that allows an individual or family to afford an adequate level of housing, food and other basic essential needs. It is the minimum required for them to have a standard of living that helps prevent them from falling into poverty.

Why is TriHealth implementing a living wage?

As the fourth largest employer in the region, we have an opportunity to impact our region and lead the way in providing a living wage for our team members. As a community resource, we believe it is our responsibility and aligned with TriHealth's values to not only support the physical health of our community, but also help promote the financial health of our over 12,000 team members.

When will TriHealth implement this living wage?

This is an initiative that we will be implementing over the next 12 months. This implementation will occur in two steps: First, effective January 5, 2020, the new minimum wage will move to \$14/hour and then before the end of 2020 it will increase to \$15/hour.

Do we offer any other assistance for team members?

Yes, as a commitment to our team members, we currently also offer a 50% health plan premium subsidy and an additional 2% retirement contribution for those who qualify. The current premium subsidy wage limits were applied to eligible team members during the benefits open enrollment for calendar year 2020 based on their salary at that time.

Will the health plan premium subsidy be increased from \$14/hr?

Over the next few months, we will review whether to raise the premium subsidy wage limit from \$14/hr to \$15/hr. Any changes will be communicated no earlier than the summer of 2020.

Who will be impacted by the living wage?

These salary adjustments are ONLY focused on those team members who are currently earning below or slightly above \$14/hr. This is a living wage adjustment and therefore, is limited in scope and number of impacted team members. When all of the base salary adjustments are completed, this increase in TriHealth's minimum wage will positively impact several thousands of our more than 12,000 team members.

Will all impacted team members receive the same increase?

The cascade of these impacts will not be equal for impacted team members. Those team members furthest away from \$14/hr will receive the greatest salary increase and those closest to or above \$14/hr will receive a smaller increase.

Will you be looking at other salaries as part of this process?

The goal and focus of implementing a living wage is to make sure we provide our team members with a salary that is more than a minimum wage; it is a wage they can live on so that they can better support themselves and their families. Each year we review our salaries across all job categories to make sure they are competitive. This is a process that will continue. We remain committed to maintaining market competitive salaries by investing multiple millions of dollars each year in market and equity adjustments.