

Hello,

I have worked for the Greater Burlington YMCA for 8 years as the Director of Human Resources. Part of my role is to ensure our 80-100 full-time employees have access to affordable health care. We navigated the crisis with the UVM Health Network and United Health Care's partnership potentially dissolving last year and with that made the decision to leave the group plan with Y-USA (out of Illinois).

We partnered with Blue Cross Blue Shield as we felt our hardworking staff deserved care from a wide array of providers, all whom accepted BCBS. Our premiums, of course increased significantly. We want to ensure our staff are able to afford health care premiums, so we have taken on 85% of the yearly cost.

The Y, as you may know, also serves as one of the largest child care providers in the state. We strive for quality child care while paying our teachers a competitive salary + a comprehensive benefits package. Increasing health care premiums for our non-profit, a place where we fundraise to provide scholarships to families who can't afford child care, we fundraise to supplement membership for community members who are focused on their mental health and well-being, will only hurt our mission, our staff, our community.

Please vote to stop H.766 from becoming a law.

**Michele O'Day, SHRM-CP**

Sr. Director of Human Resources

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