

Premise Health®



Advanced Primary Care for Unions

A union leader's guide to better health
and stronger member benefits.



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Protecting workers means **protecting their health.**

Union leaders carry a responsibility unlike any other. You're not just negotiating contracts or protecting rights on the job—you're advocating for the lifelong wellbeing of your members and their families. From apprentices to retirees, your benefits must serve a population that's diverse in age, background, and healthcare needs while getting the best value for your member.

Unfortunately, delivering on that promise is harder than ever, with three big problems facing unions across the United States:



ACCESS

Union workers face the same challenges in accessing quality primary care as everyone else: Primary care provider shortages continue to grow¹ and wait times for family medicine appointments are over three weeks on average in the community.² However, union workers may face additional barriers if they're on the night shift, on the road, or out on the job site and only get care from a community provider that may have limited hours, long wait times, and few openings for new appointments.



COST

Even if care is physically accessible, it's costing unions and funds more and more every year to take care of their members. The total healthcare cost for the average person went up 6.7% in 2024,³ and overall health spending is projected to reach \$8.6 trillion by 2030.⁴ When funds are spending more on this rising healthcare cost, that means that they can put less money back into the hands of their members.



POOR HEALTH

Americans' health is getting worse. Mental health struggles are on the rise, with over 59 million adults living with a mental illness⁵ and six in 10 living with a chronic condition.⁶ When care is inaccessible, unaffordable, and doesn't treat the whole person, it keeps people from addressing the source of their health challenges, leaving their physical and mental health to get worse without care.



That's where **advanced primary care** comes in.

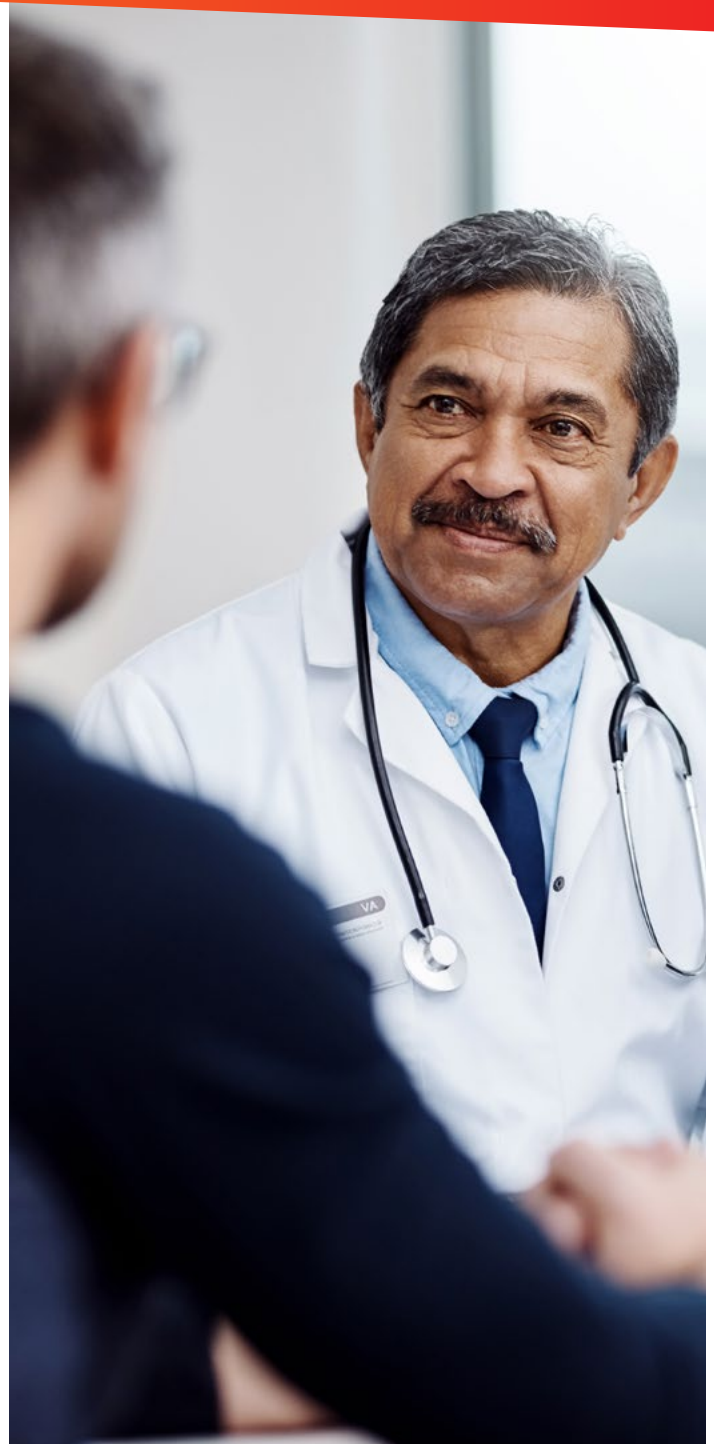
A model designed to prioritize health outcomes over visit volume, advanced primary care offers members barrier-free access to a connected team of providers—while giving union leadership strategic, transparent, and reliable support.

A one-stop, value-driven healthcare solution.

Advanced primary care isn't just another clinic. It's a comprehensive, coordinated, and personalized care model that brings together a wide range of services under one roof—or one app. Delivered onsite, nearsite, or virtually, advanced primary care is designed to keep union members and their families healthy, engaged, and supported for the long haul.

An advanced primary care model for unions includes:

- > Primary Care (in-person and virtual, 24/7)
- > Behavioral Health
- > Pharmacy (or provider dispensing)
- > Care Management
- > Care Navigation
- > Dental
- > Vision
- > Chiropractic
- > Physical Therapy
- > Acupuncture



Putting the “advanced” in primary care.



ENHANCED ACCESS

Patients have access to a combination of in-person and virtual care



PATIENT-CENTERED

Providers spend more time with patients, enhancing their experience and building trusted relationships



VALUE-DRIVEN

Realigned payment methods allow providers to focus on value, outcomes, and quality, not visit volume



TEAM-BASED

Care providers have the clinical and organizational infrastructure in place to deliver collaborative, team-based care



MIND AND BODY

Patients get healthier when healthcare considers not only their physical health, but also their mental health and environment



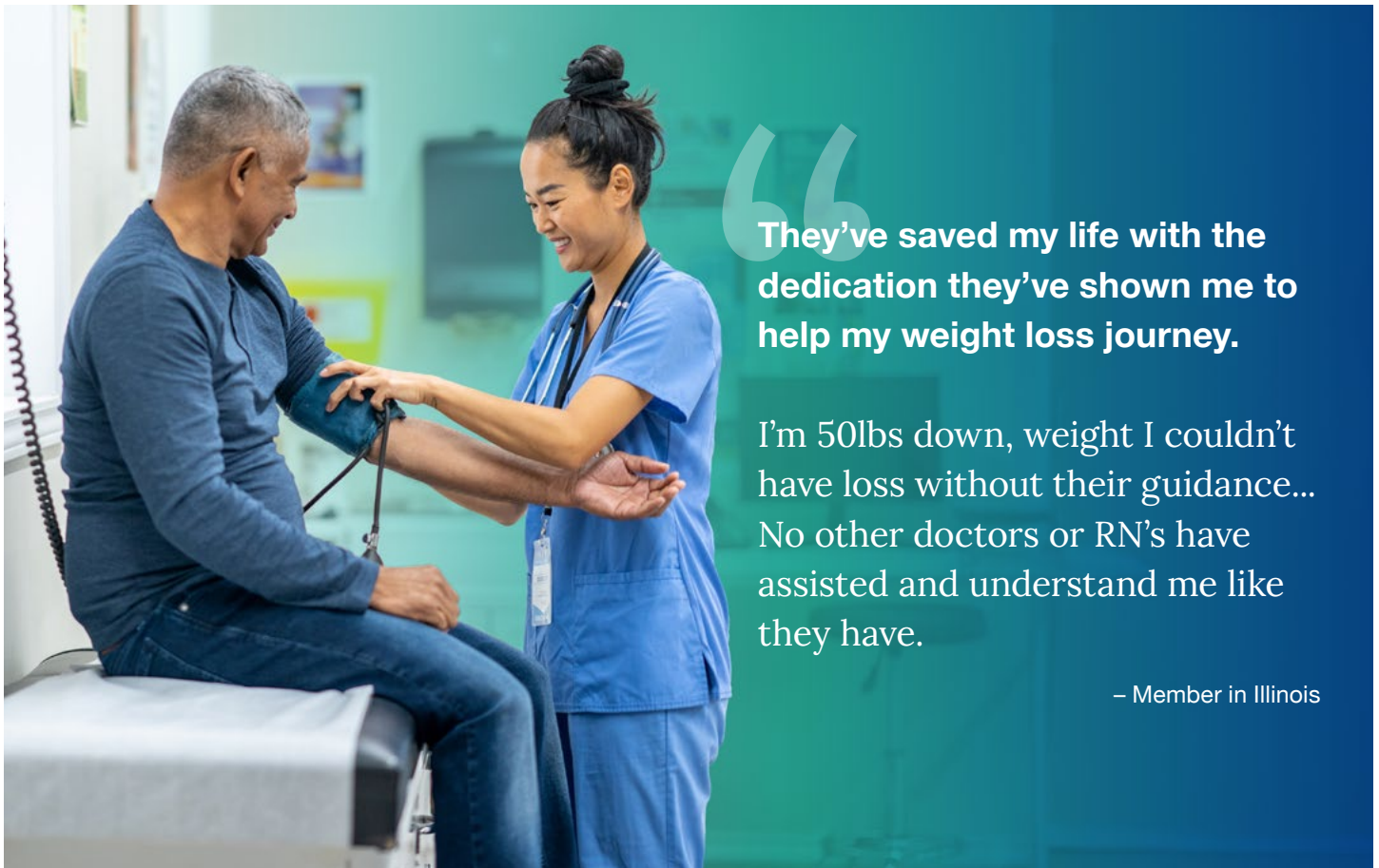
OUTCOMES-DRIVEN

Chronic condition care powered by claims data insights helps providers focus on health improvement for those who need care the most



CONTINUOUS

Necessary referrals are made to high-value specialists, and the care team remains connected to the patient to ensure coordinated, continuous care



“They’ve saved my life with the dedication they’ve shown me to help my weight loss journey.

I’m 50lbs down, weight I couldn’t have lost without their guidance... No other doctors or RN’s have assisted and understand me like they have.

– Member in Illinois



Why unions choose advanced primary care.

Benefits designed for your membership, not just the bottom line.

Union members deserve care that meets them where they are. Advanced primary care offers that support, making care more accessible and convenient than the community can offer. Here's what sets advanced primary care apart:

AFFORDABLE HEALTHCARE

Appointments are free to members, eliminating cost as a barrier and instilling confidence in the value of union dues. Plus, when preventive care is more accessible, it means that members can spend less time and money on expensive ER and urgent care visits, driving long-term cost-of-care savings and better population health.

CARE FOR THE WHOLE FAMILY

Union members aren't only responsible for their own healthcare, and the weight of finding care for the whole family can be stressful. Luckily, advanced primary care serves workers, their children and spouses, and even retired union members, so everyone can benefit from better care with the same trusted providers.

INTEGRATED CARE SOLUTION

From one-click virtual appointments to convenient in-person services, an advanced primary care model connects the dots—making it easier for members to get (and stay) healthy with the support of a team who cares. Can't make it into the wellness center? No worries – connect with your favorite onsite provider from wherever you are.

UNMATCHED ACCESS

Health challenges can happen when you least expect it. That's why same- and next-day appointments, extended hours, and 24/7 virtual care go far in fitting the reality of union work schedules. Whether members are heading home from a night shift or out of town on a job, they can rest assured they will get care when they need it.

STRATEGIC SUPPORT

Most union leaders aren't healthcare experts—but they are expected to make smart benefit decisions for their people. An advanced primary care partner can offer the expert guidance leaders need to make the best choices for their organization while aligning with the union's long-term health and benefits goals.

AMAZING EXPERIENCES

With short wait times, longer visits, and a team that knows them by name, members feel truly cared for, and as a result, are more satisfied with their overall benefits. It goes beyond the exam room, too, with referrals to high-quality, cost-effective care and ongoing support for chronic conditions to keep members feeling their best.



Tailored to your trade.

Care that understands the job.

Not all union work is the same—and neither are your members' healthcare needs. Offering advanced primary care allows unions to adapt to meet the risks, schedules, and demands of the members they serve.

Here's what it looks like.

Laborers

Heavy lifting. Long hours. High-stakes projects. Laborers put their bodies on the line—and often delay care until it's too late. They are also highly likely to experience mental health challenges, often facing limited job control, deadline-driven work, and stigma around seeking help.⁷



Advanced primary care helps by:

Offering same-day primary care, physical therapy, and chiropractic services to address pain before it becomes disabling

Addressing behavioral health challenges like burnout, stress, and suicidality in the privacy of a clinic or at home, virtually

Making care more accessible by connecting members and providers via direct messaging for answers between shifts or on the road

Carpenters, plumbers, and pipefitters

These skilled tradespeople often work in physically taxing and hazardous environments, with job sites changing week-to-week. Exposure to carcinogens and toxic materials, loud worksites, and awkward postures while using equipment can make it hard for those working in the pipe trades to stay healthy.



Advanced primary care helps by:

Monitoring and supporting long-term respiratory health, skin health, hearing, and vision through preventive care

Centralizing care among jobsites – and making it available virtually – for travelling workers and their families

Managing musculoskeletal issues through non-invasive services like integrated physical therapy and massage

Operating engineers

Operating engineers handle complex machinery and infrastructure projects—often in solitude, with irregular hours. Long, sedentary hours operating heavy machinery, smoking, low fruit and vegetable intake, and low sleep quality also increase their risks of developing chronic conditions and decreasing their quality of life.⁸



Advanced primary care helps by:

Supporting management of chronic conditions like high blood pressure, high cholesterol, and diabetes with behavior change coaching

Making it easy and convenient to access annual skin screenings and education on how to mitigate the effects of sun exposure

Promoting mental health education and treatment for stress, isolation, and anxiety

Teamsters

Truck drivers and logistics workers are at a higher risk of heart disease, diabetes, hypertension, and obesity than other workers in the United States.⁹ Why? Spending long days on the road makes accessing care and making healthy lifestyle choices a logistical challenge.



Advanced primary care helps by:

Offering virtual primary care appointments and direct messaging with providers, making care accessible on the go

Providing personalized, ongoing lifestyle medicine coaching for sleep disorders, obesity, and cardiovascular health

Empowering members to reduce and eliminate tobacco usage while on the road

Hospitality workers

From kitchen staff to housekeepers, hospitality workers face physical and emotional strain in fast-paced jobs with high exposure to the public and irregular schedules. Untreated burnout, illness, and injuries result in time away from work and decreased quality of life for these at-risk workers.



Advanced primary care helps by:

Providing flexible appointment times, including before or after shifts

Supporting immunity with same-day and next-day appointments for all-important vaccinations, including tetanus, flu, COVID-19, and more

Offering no-cost, judgment-free care for both workers, their dependents, and retired union members, too

Line manufacturers

Machines start to break down after constant use, and manufacturing workers' bodies are no different! No matter what they're building, factory and assembly line workers often face repetitive stress injuries, environmental exposures, and high-pressure productivity standards that require care to keep them running.



Advanced primary care helps by:

Offering onsite care and short waits to make it easy to get care and reduce time away from the line

Treating and preventing repetitive motion injuries with integrated primary care and musculoskeletal services

Navigation for members to high-value facilities for specialty care in the community

Building **a foundation for better health.**

When people don't understand their benefits, they can't make the most of them. An effective advanced primary care partner should go beyond the exam room to engage with members of union and Taft Hartley organizations with events, education opportunities, and outreach initiatives that draw members into their health centers and inspire them to bring others.



Ways to engage



ANNUAL BENEFITS FAIR

Offering health information, vaccinations, and health screenings to promote preventive care among members



CANCER SCREENING INITIATIVES

Coordinating accessible cancer screenings for members at their worksites



APPRENTICE OUTREACH

Educating apprentices about the importance of mental health care, how to schedule appointments, and available services



BEHAVIORAL HEALTH WEBINARS

Supporting members' mental wellbeing with virtual, expert-led guidance on stress, seasonal depression, life transitions, and more



Spotlight On: Midwest Operating Engineers

Midwest Operating Engineers Welfare Fund (MOE), a Taft-Hartley fund located in Chicago, IL, faced a familiar challenge for large organizations: **Union members were struggling to find high-quality primary care in their communities.**

MOE recognized that this challenge, left unaddressed, would have long-term consequences on the health of their members and their families. They decided to take best-in-class healthcare for union members and dependents – a population of approximately 55,000 lives – into their own hands by partnering with national primary care company Premise Health to deliver convenient, accessible, high-quality care directly to their members.

For MOE, their members' health and wellness comes first. Their member population is comprised of active workers, their families, and retirees, spread out across the quad cities area, Chicago, and northwest Indiana. Many members work active jobs outside in the elements, operating heavy equipment for long hours. That type of work has the potential to create short and long-term injuries if members don't have regular access to primary care.

Since 2015, Premise Health and MOE have focused on improving access to primary care by opening seven nearsite wellness centers together.

As a result, from early 2020 to early 2022, MOE and Premise:

Increased overall engagement by

12%

Increased overall visits by

20%

Increased preventive visits for unique members by

16%

Generated

positive ROI

for the Fund, of more than 1:1 year-over-year

This strong engagement has led to better long-term outcomes for members, especially those facing chronic conditions, and a better care experience:

“It went so much farther than simply taking the time to asking more questions to make sure [my provider is] getting all the information she might need. She cared about who I was — my goals, wishes, and dreams. I truly felt like she was listening to me and cared about me and my thoughts.

– MOE member





Your partner for the long haul.

Serving 230,000+ union lives across the country.



When you partner with Premise Health, you're not just signing on for healthcare delivery; you're gaining a strategic, long-term ally that offers more accessible, personalized, and coordinated care.

Our advanced primary care model for unions marries an outstanding member experience with the care workers and their families need most:

- > Primary Care (in-person and virtual, 24/7)
- > Behavioral Health
- > Pharmacy (or provider dispensing)
- > Care Management
- > Care Navigation
- > Dental
- > Vision
- > Chiropractic
- > Physical Therapy
- > Acupuncture

With more than 20 years of experience providing direct primary care to union members and 100+ AAAHC accredited sites across the U.S., we have a reputation for helping hundreds of partners make better care more accessible for members.

Whether you represent first responders, tradespeople, or service workers, we understand how to deliver care that aligns with your values—and your members' needs.

In a recent claims-based analysis of over 207,000 lives attributed to Premise Health across 26 employers and unions, results showed that advanced primary care leads to better health outcomes and lower healthcare costs.

30% or \$2,434 average total cost of care savings

20% increase in routine, preventive, and mental health office visits

17% reduction in emergency room visits

52% reduction in inpatient hospital admissions

28% or \$290 average out-of-pocket savings for members

Let's build something better.

Your members deserve it.

Your members deserve a healthcare solution that respects their time, their work, and the dues they pay to keep their union strong. With advanced primary care, you can be confident that you are giving your people the care that they and their families need to thrive.



Ready to explore what's possible with Premise Health? Contact us today to learn more.

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**It's not simply a premise.
It's the future of healthcare.**

Let's talk about what you need, and how we can help.

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