

## The Glory Hall

### Health Insurance for TGH Employees

Health Insurance for employees has been an ongoing organizational priority and challenge for the Glory Hall. The Glory Hall does not offer employees health insurance. This results in employees leaving often for other jobs which do offer health insurance as well as in recruitment difficulties.

Providing employees with health insurance during the time of the pandemic is critical. Glory Hall employees interact directly with the patrons inside the Glory Hall facility, inside the Housing First Facility, outside of the hotel used for quarantine and isolation, while delivering Juneau medical respite meals, and while providing other support to individuals experiencing or in danger of homelessness such bringing individuals to get IDs to appointments, etc.

\$260,000 is needed to provide coverage to 23 employees. The Glory Hall has been working with Shattuck and Grummet to determine coverage costs and levels. The process of determining insurance numbers has been complicated by trying to ensure that current employees with other coverage will not lose coverage superior to what the Glory Hall can offer as a result of the Glory Hall offering insurance and weighing what is being offered through the Affordable Health Care Act and ensuring that coverage can match what employees can purchase on the market place as well as comparing employee tax subsidies to insurance and wages.

Overall, it seems clear that offering health insurance is necessary to operate during the pandemic and generally.