



# CONTRACT 2022



Local Lodge  
700



Local Lodge  
1746



Yesterday; On the 3rd day of negotiations, Vice president of benefits Peter Holowesko provided the Union with a presentation on a new healthcare offering. They are calling it the “Same as Salary” (SAS) plan. The company is proposing this as an alternative to our current High Deductible (HDHP) “fixed cost plan”. Management claims that this new SAS health plan provides improvements to our current HDHP offerings. The company insisted that the SAS plan would provide our members with better overall health coverage than we currently enjoy. They claim that our members will save money on premiums while also seeing improvements in our RX coverage and other plan design features. Of course, there is a caveat to that offer, so what’s the catch?

The only costs that the company can provide us with is what the plan costs are for 2022. They aren't able/willing to tell us what the actual cost will be next year and beyond. We told the company that we can't simply propose a change in insurance to the membership without any hard numbers. We made it clear that we need real cost numbers if they expect us to seriously consider this new plan.

In addition to the SAS offering, the company also proposed deleting letter 10, the Individual Medical Account (IMA). Your committee pointed out that the IMA is a crucial part of our retirement savings and eliminating the IMA was simply not an option. We need to make sure that the company gets our message LOUD and CLEAR! We demand affordable/quality healthcare with the up-front costs disclosed at the bargaining table! Also, the company needs to keep their hands off of our IMA/401K contributions!!

We are headed back to the table this morning to hear the state of the business presentations from each of the mod centers. Stay tuned for further updates!