

Jessie Lillibridge - HR

From: Beth Kirchman <kirchmanb@yahoo.com>
Sent: Thursday, February 15, 2018 11:22 AM
To: Jessie Lillibridge - HR
Cc: Kathleen McDaniel; 'MICHAEL MICHELINI (Fld. Serv)'; Eric Sitkiewitz - D6
Subject: Re: Employee Benefits 2019

Jessie:

I am only surmising what "may" means as I am not a representative of the Fund, nor the keeper of the participation agreement, but my understanding is the only way the members and retirees would **not** lose their TeamCare coverage is if the 8 Trustees of the Fund, 4 Employer representatives, and 4 Union representatives, agree to waive the adverse selection provisions and allow the City to offer another plan and opt outs of TeamCare. To my knowledge that has never happened and would be extremely, highly unlikely that the Trustees would agree to that in this case.

However, as I said, I cannot speak on behalf of TeamCare so I must defer to them to give an official response. Again, I have reached out to Mr. Michelini for a response but I am unaware of his schedule and availability.

Beth Kirchman
Teamsters Local 662

On Thursday, February 15, 2018 10:55 AM, Jessie Lillibridge - HR <jclillibridge@manitowoc.org> wrote:

Beth:

I am not clear on the portion that states, "Ultimately, this may result in the termination of the DPW employees' health coverage and also in the termination of all DPW retirees currently covered under the TeamCare health coverage."

My question is – will it result in the termination of coverage? Responding that it "may" result in termination is not a definitive response. Additionally, I have yet to receive the Participation Agreement (referred to in Mr. Michelini's email) stating that the City is obligated to continue contributing to this plan.

Jessie Lillibridge | Human Resources Director
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From: Beth Kirchman [mailto:kirchmanb@yahoo.com]
Sent: Thursday, February 15, 2018 9:24 AM
To: Jessie Lillibridge - HR
Cc: Kathleen McDaniel; MICHAEL MICHELINI (Fld. Serv)
Subject: Re: Employee Benefits 2019

So you are not clear on this statement from Mr. Michelini?

In addition, all eligible collective bargaining employees, including all new hires, must participate in the TeamCare health coverage; *the option to decline the health coverage is not allowed.*

If the City should proceed with their 2019 benefit plan and require the DPW employees to participate in this proposed arrangement, the Fund will consider this action a breach of the Participation Agreement. Ultimately, this may result in the termination of the DPW employees' health coverage and also in the termination of all DPW retirees currently covered under the TeamCare health coverage. This termination would be considered a voluntary withdrawal and the employees and retirees would not be eligible for continued COBRA coverage.

I have asked Mr. Michelini to respond to you regarding the PA.

Beth Kirchman
Teamsters Local 662

On Thursday, February 15, 2018 8:54 AM, Jessie Lillibridge - HR <jlillibridge@manitowoc.org> wrote:

Hi Beth:

It did not answer my question. He referred to a Participation Agreement pertaining to the DPW Laborers, which I am not familiar with. He also stated that this "may" affect member and retiree coverage. It appears that I am not able to get a definitive answer on this issue from Central States. Is there anyone that I can contact that would be able to respond with any conclusive information on this issue? Additionally, I'd appreciate receiving an executed copy of the Participation Agreement that was referred to in yesterday's email.

Thank you,

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From: Beth Kirchman [<mailto:kirchmanb@yahoo.com>]
Sent: Thursday, February 15, 2018 8:44 AM
To: Jessie Lillibridge - HR
Subject: Re: Employee Benefits 2019

Jessie:

Did TeamCare/Mike Michelini's email from yesterday answer your questions? I see there was a follow up question about a participation agreement.

Thank you.

Beth Kirchman
Teamsters Local 662

On Wednesday, February 14, 2018 3:06 PM, Jessie Lillibridge - HR <jlillibridge@manitowoc.org> wrote:

Good Afternoon Beth:

Could you send us information on what the City's role is in the retired members' coverage? We don't seem to have any information on this. We'd like a clarification on your comment below. Will retirees benefits be negated if the City stops paying premiums for active members?

Thank you,

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From: Beth Kirchman [<mailto:kirchmanb@yahoo.com>]

Sent: Wednesday, February 07, 2018 10:18 AM

To: Jessie Lillibridge - HR; James Anderson; Eric Bauer; Dan Behnke; Heath Belongie; Brad Busse; Steven Doolan; Billy Hutterer; Derek Naibert; Ronald Nehring; Sue Reilly; Gene E. Reilly; Jason Richardson; Bradley Rusboldt; Michael Sgarioto; Chris Stephani; Tony Wiesner; Bruce Williams; Gregory Wuensch; Scott Yindra; Steven Hastreiter

Cc: Dan Koski; Kathleen McDaniel; Chad Scheinoha; Karen Dorow; Jeremy Walvoord; 'Green Bay'; Steve Corbeille; Justin Nickels; Debbie Charney; Douglas Oswald

Subject: Re: Employee Benefits 2019

Jessie:

I have forwarded this to Central States whom I believe will be responding. This is not allowed under the Fund's rules, therefore, this will be putting the members participating in TeamCare in jeopardy. Ultimately it could lead to the Fund disallowing participating and negating the retiree coverage benefits for both active and retired members.

Once again this shows how much the City cares about it's employees, which course it does not.

Beth Kirchman
Teamsters Local 662

On Tuesday, February 6, 2018 12:28 PM, Jessie Lillibridge - HR <jlillibridge@manitowoc.org> wrote:

Good Afternoon:

A recommendation has been made as part of our 2019 benefits plan to offer the City insurance plan to all employees, unless otherwise required by a collective bargaining agreement. Last night, the Personnel Committee voted to approve this recommendation effective January 1, 2019, and to forward it on to Council for approval on February 19, 2018. Please note that any member of the public is able to speak at the Council meeting during the Public Input portion of the meeting. Since you are currently being covered under the Central States plan, we want to keep you informed on this decision.

We also want to give you time to review the City's plan so that you have a chance to make a decision on your health coverage next year prior to open enrollment. To give you an idea of our current plan design, I've attached a copy of the City's current Summary of Benefits through Anthem along with the 2018 premium rates. Please note that this plan and the premiums are subject to change annually and that specific plan details have not yet been made for 2019. If Council does approve the Committee's

recommendation, we will continue to keep you updated on the 2019 health plan as more information becomes available, and will work with employees to answer any questions regarding the plan before open enrollment in the fall.

Please contact me with questions.

Jessie Lillibridge | Human Resources Director

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