

Jessie Lillibridge - HR

From: Eric Sitkiewitz - D6
Sent: Thursday, February 15, 2018 9:25 AM
To: Jessie Lillibridge - HR
Subject: Fwd: City of Manitowoc's Department of Public Works (DPW) Collective Bargaining employees

FYI

Eric J. Sitkiewitz

Aldersperson District 6
City of Manitowoc
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Manitowoc, WI 54220
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Phone [\(920\) 686-1324](tel:(920)686-1324)

Sent from my Verizon Wireless 4G LTE smartphone

----- Original message -----

From: Beth Kirchman <kirchmanb@yahoo.com>
Date: 2/15/18 8:40 AM (GMT-06:00)
To: Mike Howe <mhowe@manitowoc.org>, Scott McMeans - D2 <smcmeans@manitowoc.org>, Jeremiah Novak <jnovak@manitowoc.org>, James Brey - D4 <jbrey@manitowoc.org>, Lee Kummer - D5 <lkummer@manitowoc.org>, Eric Sitkiewitz - D6 <esitkiewitz@manitowoc.org>, Todd Lotz <tlotz@manitowoc.org>, David Soeldner <dsoeldner@manitowoc.org>, Steven Czekala - D9 <sczekala@manitowoc.org>, Rhienna Gabriel <rgabriel@manitowoc.org>
Cc: Michael Sgarioto <msgarioto@manitowoc.org>, Manitowoc DPW Steward - Mike <sgariotom@msn.com>
Subject: Fw: City of Manitowoc's Department of Public Works (DPW) Collective Bargaining employees

Members of Manitowoc City Council:

I am a Business Representative with Teamsters Local 662, and I am assigned to the Manitowoc DPW bargaining unit. I wanted to be sure you received a copy of this email from TeamCare/Central States Health and Welfare Fund (see below) which explains how offering the City health plan to the DPW employees would endanger future retiree benefits of these employees as well as the current retirees. It is our hope you decide to end consideration of this issue and keep the current benefits in place for these employees and retirees.

Thank you in advance for your anticipated attention and consideration.

Beth Kirchman
Teamsters Local 662

On Wednesday, February 14, 2018 3:39 PM, Jessie Lillibridge - HR <jlillibridge@manitowoc.org> wrote:

Thank you for your email. Would you please forward me a copy of the executed Participation Agreement referred to in your email?

Jessie Lillibridge | Human Resources Director
City of Manitowoc
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(920) 323-1721 | Mobile

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From: MICHAEL MICHELINI (Fld. Serv) [mailto:MMICHELI@centralstatesfunds.org]
Sent: Wednesday, February 14, 2018 3:30 PM
To: Jessie Lillibridge - HR
Cc: 0662, Rick Skutak; Beth Kirchman; CINDY MCGINNIS (Fld. Serv)
Subject: City of Manitowoc's Department of Public Works (DPW) Collective Bargaining employees

Jessie,

It has come to the Fund's attention, as described in your recent "2019 benefits plan" announcement, that the City may require the City of Manitowoc's Department of Public Works (DPW) Collective Bargaining employees to make a choice between their current TeamCare health coverage and a proposed alternate health coverage plan. It's also our understanding that the DPW employees may be subject to a payroll deduction penalty if the employees do not switch to the proposed alternate health coverage plan.

Under the terms of the original participation agreement signed by the City and still retaining its contractually binding status, the Central States Health Fund (TeamCare) currently provides the health coverage benefits for the DPW employees. However, the TeamCare Participation Agreement requires the City to pay weekly health coverage contributions for all eligible collective bargaining employees. 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.

The Fund highly recommends that the City exclude the DPW employees from the City's 2019 benefit plan proposal.

Please let me know if you have any questions.

Thank you,
Michael Michelini



Michael Michelini | Division Manager, Marketing and Field Service Group |

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DISCLAIMER:

Only the Board of Trustees is authorized to interpret the benefits plans (including those plans offered under the name of TeamCare) established by the Central States Health and Welfare Fund and the Central States Pension Fund. Any and all representations concerning benefits or benefit amounts contained in this communication are estimates or projections. These representations are not a final determination of benefits and are not a guarantee of payment. All benefits will be paid in accordance with the terms of the applicable benefit plan documents.