

Sent: June 13, 2018

Subject: National Agreement Health Care "True-up" Arbitration and Benefit Issues

To All IBEW Railroad Local Unions With Members Covered Under the National Agreement:

Dear Sisters and Brothers,

Please be advised that the arbitration concerning the "true-up" issue in connection with the National Agreement is tentatively scheduled to be held on July 10th, 2018, in Washington, DC. An award should be issued within seven (7) days of the arbitration.

Also, we have known for some time now that there have been issues with the "new" health benefit rates. We have discussed these issues with the railroads and also with UHC, the Plan administrator. This is to advise you that the plan design changes to your medical benefits were to be applied to claims you incurred beginning on or after June 1, 2018 (we previously advised you that the date was to be May 21 but had it adjusted). Any charges incurred prior to that date were to be paid at the old rates. We know that some of you and/or your dependents were charged the new higher fees for certain services that you incurred prior to June 1st. The insurance providers are now in the process of reviewing claims incurred from February 1, 2018 through May 31, 2018 by IBEW members and, if this were the case with you, adjusting these charges to reflect the old benefit rates. You will be reimbursed for any extra charges that you may have paid. Additionally, if your providers are attempting to collect the higher copays from you for services rendered prior to June 1, please advise them of the situation and let them know that your insurance provider will be compensating them for the differences. Please allow a few weeks for all adjustments to be made.

If you have any questions pertaining to the foregoing, please don't hesitate to contact me.

Fraternally & in Solidarity,

Bill Bohné, Jr.

Director - IBEW Railroad Department

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