



Local 743

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CONTRACT 2010

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Contract 2010

On Tuesday, April 13th your negotiating team continued with the third day of negotiations with the company at the Sheraton in East Hartford. The morning began with a presentation from Rosa Ketterling, Fund Representative for the I.A.M. National Pension Fund. She spoke on behalf of the Union's proposal to supplement the existing company defined benefit plan with the I.A.M. National Pension Fund. Rosa explained how defined benefit plans like the I.A.M. National Pension Fund provide a known monthly lifetime pension. Benefits are insured by the Pension Benefit Guarantee Corporation which assures participants that retirement benefits will be there for them. Highlights of the plans strength and benefits as they relate to both members and employers are as follows:

Strength of the Plan

- Over 1,750 contributing employer locations
- Over 77,000 retirees and beneficiaries
- Over 104,000 active participating members
- Approximately \$7.3 billion in assets
- 6th largest multiemployer pension fund in U.S.

Benefits Provide:

- A secure, non-forfeitable benefit after 5 years of vesting service
- Fund recognizes years under UTC plan as vesting service for eligibility
- Full retirement benefit available at any age after 30 years of service
- An unreduced pension benefit at age 62, with 20 years of service
- Spouse protection in the event of your death
- Preretirement Death Benefits for married and unmarried participants
- Portability from one Contributing Employer to another
- Normal, Early and Disability Pensions with 5 years of service

What Does It Mean For Contributing Employers?

- Known costs
- No administrative costs
- Contributions are tax deductible
- No legal filing requirements
- Jointly administered by Union and Management Trustees equally representing all parties
- Solid benefits helps attract and retain skilled workers
- Convenient reporting options

***Contract
Ratification Vote***
Sunday May 2nd
at the
Windsor Locks High School
58 S. Elm Street
Windsor Locks Ct.
860-292-5032
Doors open at 9am
Doors will be closed at 10am




I A M
National Pension Fund

The Union feels this plan would be an excellent supplement to our existing plan and enable our members to have the funds available to retire with dignity. The Company did express some interest in the plan and asked Rosa some questions for clarification, but they refuse to discuss any "economic" proposals with the committee at this time. You can get more information on the I.A.M. National Pension Fund at our website: LL743.org

LET MANAGEMENT KNOW THAT WE DEMAND A BETTER PENSION!

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After a short break Mike Davis, Education Manager from the National I.A.M. Benefit Trust Fund gave a presentation to both sides. The Fund offers multiple Medical, Dental and Vision Plans of benefits as well as Prescription Drugs, Short Term Disability and Life, Accidental Death & Dismemberment benefits. Benefit Trust Plans are available, nationwide. Mike focused on the Davis Vision and Delta Dental plans being proposed by your committee for consideration. On the surface it appears that the Delta Dental plan is slightly higher than our existing plan, but Delta offers far better rates than Cigna and significantly lower out of pocket expenses. Take a look at the chart below and you will see that Delta's coverage is better than Cigna.


Schedule of Dental Benefits

Monthly Rates*	Plan A \$49.49	Plan A25 \$44.96	Plan B \$56.41	Plan B25 \$51.07	Plan C \$125.39	Plan D \$59.80	Plan E \$85.82	Plan G \$67.25	Plan H \$39.43
Deductible:**	OPTIONS DISCUSSED								
Individual	N/A	\$25	N/A	\$25	N/A	N/A	N/A	N/A	\$50
Family	N/A	\$75	N/A	\$75	N/A	N/A	N/A	N/A	\$150
Diagnostic and preventive	90%	90%	90%	90%	100%	90%	100%	90%	80%
Basic	80%	80%	80%	80%	100%	80%	80%	80%	80%
Major	50%	50%	50%	50%	80%	50%	50%	80%	50%
Orthodontia	Not covered	Not covered	50%	50%	50%	50%	50%	Not covered	Not covered
Calendar year maximum	\$1,000	\$1,000	\$1,000	\$1,000	None	\$1,000	\$2,000	\$1,000	\$1,000
Lifetime orthodontia maximum	N/A	N/A	\$500	\$500	\$5,000	\$1,000	\$1,500	N/A	N/A

The Company appeared to show some interest in the presentation by asking a few questions about the plans, but would not discuss anything further because these proposals are “economic” in nature. The remainder of the day the committee made very little progress. The Company and Union did tentatively agree to some Articles and Letters having no proposed changes from either side.

**LET MANAGEMENT KNOW THAT STALLING WILL NOT HELP!
IT'S TIME TO START DISCUSSING OUR PROPOSALS!**

**YOU MAKE A DIFFERENCE!
IT'S YOUR JOB SECURITY!
IT'S YOUR CONTRACT!
IT'S YOUR FUTURE!
STAND STRONG!!!**



Watch the new video at: LL743.org