

December 10, 2009

To All Pierce County Employee Members:

Your Union, Teamsters Local 117, is actively involved in negotiations with your employer, Pierce County, regarding health care benefits for 2010. The County has budgeted zero percent (0%) for health insurance premium increases, and has taken the position that employees are responsible to pay nearly the entire increase—\$3.6 million—in the form of monthly premium sharing. The County's last proposal would require employees to pay from \$50 to \$166 per month, depending on the coverage.

While negotiations continue with a state mediator, the law requires that the County maintain the "status quo" relating to your health insurance. The County's position is that you cannot switch medical plans during open enrollment (ending December 16th), and that the County will only pay the 2009 premium amount for your current medical plan. If the County holds to this position, it means that beginning January 1, 2010, if negotiations do not produce a different result, you will begin paying monthly medical premiums, and will continue paying them, while negotiations continue. Worse yet, the County says it will *cancel* your medical insurance if you do not complete the County's online payroll deduction authorization process by December 16, 2009. Although we are challenging the County's position(s), you should comply in the meantime to avoid a possible lapse in medical coverage.

Agreeing to the County's last proposal is unacceptable given that the Washington Teamsters Welfare Trust health care plan can provide you with a comparable—if not better—medical plan, for less money to the County, with little to no monthly premiums for you. However, such a change urgently requires your vote of approval!

As a member of Teamsters Local Union No. 117, please do the following:

- ✓ **COMPLETE the online payroll deduction authorization process by December 16th so that you do not risk losing medical coverage next year!**
- ✓ **PARTICIPATE** in the worksite membership meetings your Union will be holding in the next two weeks (before work, after work, or at lunch)! More information will be provided to you as dates are scheduled.

- ✓ CHECK your Union's website (www.teamsters117.org), bulletin board, or with your shop steward, for important information on your health care!
- ✓ Be sure to VOTE on the future of your medical coverage!

Please do not hesitate to contact this office or your shop steward if you have questions or concerns.

Sincerely,

Mary Ann Brennan
Public Sector Coordinator

MAB:jvs