



GRIEVANCE REPORT

No. 67243

LOCAL # 332

Date 10-13-23

Name Technical Class Action

Company Working for Ascension Genesys Hospital

Street _____

Street _____

City, State, Zip _____

City, State, Zip _____

Phone _____

Phone Purpose and Intent, 65.14.29 Appendix B of the 2018-2022 CBA,

Seniority Date _____

Article Violated all applicable LOUs/LOAs, and all other that may apply.

Classification All Technical Classifications

Date Violation Took Place Announced approx 10-5-23 for 12-31-23

Stewards Name Tara Fisher

Date Company Took Action Against Employee Continuing

Employee Number _____

Announced approx 10-5-23 for 12-31-23, continuing.

We protest the Employer's unilateral announcement on about October 5, 2023 that it will terminate after December 31, 2023 all retiree health benefits coverage and all HRA-type retiree health benefits for all those who are currently retirees who previously retired from the Technical bargaining unit. The Employer's recent announcement is in violation of the relevant CBA language (which provides that current Technical employees will not be eligible to retire and receive any retiree health benefits if they become retirees on or after January 1, 2021; it does not require termination of benefits for current retirees). The Employer's letter is not accurate when it claims that "this decision was agreed to between [the Employer] and representatives of your former union." The Union never agreed to take away retiree health care benefits from any retirees who are already receiving them. The Employer actions to take away these retiree benefits from those already retired are unilateral changes without notice to or bargaining with the Union and/or violate the law. The Employer has defamed the Union and its representatives.

The Union has requested information, is demanding bargaining, and protests these actions. The Employer has violated and continues to violate the relevant CBA provisions as well as the NLRA (and possibly ERISA).

Resolution: The Employer needs to cease and desist, rescind all unilateral changes and restore the *status quo ante*, keep the retiree health benefits coverage and/or retiree HRA-type benefits in place for all those who retired on or before January 1, 2021, meet with and bargain in good faith with the Union, comply with the CBA, comply with the law, post and send a notice to all employees who have worked at any time in the bargaining unit since this began and to all who received a letter from the Employer announcing this termination of benefits, and make whole all affected persons. The Union also demands that the Employer retract its defamatory statement quoted above. This grievance is time-sensitive. The Union requests this class action grievance be processed on an expedited basis.

Company Signature _____

Member Signature Tara Fisher *Signed on behalf of DA*

White - Union Hall

Yellow - Company

Pink - Steward

Gold - Member

Local Level:

Date _____

Signature _____

Place _____

Result _____



Parties Present