



Teamsters Local Union No. 332

General Teamsters, to include Motion Pictures & Studios and Pipeline
Chartered by the International Brotherhood of Teamsters



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November 6, 2023

By Email

Ms. Cara Sheahan

Labor Relations Partner

Ascension Genesys Hospital

One Genesys Parkway

Grand Blanc, MI 48439

**Re: Teamsters Local 332 and Ascension Genesys Hospital
RN Unit and Technical Unit – Retiree Health Care**

Dear Ms. Sheahan:

On October 16, 2023, three weeks ago, I sent my October 16, 2023 letter regarding a very time-sensitive topic: the Employer's announced termination of retiree health care benefits/programs to be effective December 31, 2023. In that letter, the Union protested the Employer's announced termination as a breach of the Collective bargaining Agreement's (CBA's) and of the law, requested information, requested in writing a retraction of the Employer's defamatory statement, demanded bargaining, and asked the Employer to cease and desist and maintain the coverage/benefits in place under until we can bargain this.

In my October 16, 2023 letter, the Union offered four different dates to meet and bargain over this topic (October 30, 31, November 2 and 3, 2023). In addition, the Union has filed grievances and requested expedited treatment. I asked you on October 16, 2023, to review the four offered dates and to confirm dates and times for bargaining on this topic.

On October 24, 2023, you provided a brief letter and provided some requested information but said nothing and were completely silent about whether the Employer is willing to bargain with the Union, about what bargaining dates/times the Employer agrees to (if any), about whether the Employer is willing to hold off on any changes until this can be bargained, and has so far refused the Union's written request that the Employer retract the statement that the Union has identified as defamatory.

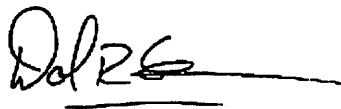
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On October 25, 2023, I followed up with an email to you acknowledging receipt of the the information you had provided and specifically asked you again about the Union's requests to meet and I restated the four dates/times the Union had offered on October 16, 2023 to meet with the Employer. To date, in the past three weeks, the Employer has simply let all four offered dates pass without comment and the Employer has not proposed any alternate dates/times.

The Employer's silence, inaction and refusal to respond on this matter for which **TIME IS OF THE ESSENCE**, leads to the conclusion that the Employer is refusing to bargain and refusing to meet with the Union, refuses to retract the statement that the Union identified on October 16, 2023 as a defamatory statement, and refuses the Union's request that the Employer cease and desist and maintain the coverage/benefits in place under until we can bargain this.

The Union is disgusted that the Employer would dump these retirees who gave their working lives to this Hospital without so much as a response to the Union. The Employer's callous indifference makes these unilateral actions even worse. It is clear that the Employer refuses to comply with its contractual and legal obligations. Our actions will be guided accordingly.

Sincerely,

A handwritten signature in black ink, appearing to read "Dan Glass", with a horizontal line underneath.

Dan Glass
President

DG/js

cc: Kathy Bouma, Director Labor Relations
Lisa Smith, Esquire
Kelly Rivera-Craine
Dana Alden