



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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October 16, 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 5, 2023, you provided the Union with a template of a single document you referred to as “the letter the Medical Center sent to the retirees” announcing the complete termination of the various retiree health care benefit programs that the Employer has been providing, effective after December 31, 2023.

The Union protests the Employer’s unilateral announcement 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 either the RN or the the Technical bargaining units.

On our own, we have learned that the Employer has sent a different letter to some other retirees (possibly including those not on Medicare). The fact that the Employer has apparently sent multiple, different letters out to retirees before providing notice to the Union, and the fact that the Employer provided to the Union only one letter (not each different letter that has different content), has created a great deal of confusion, anxiety and disinformation about what the Employer is actually doing as to retiree health care benefits.

The Union requests that the Employer immediately provide to the Union:

- (a) a sample of each letter the Employer has recently sent to any retirees from the RN or Technical Bargaining Units about retiree health care;

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- (b) for each letter, identify the group it was sent to and provide a list of the names the Employer sent that particular letter to, the date it was sent, dates of birth, dates of retirement, type of retiree health benefit they are currently enrolled in (i.e., a HAP plan with or without an Employer subsidy and the annual dollar amount of any subsidy), an HRA-type plan with or without an Employer subsidy and the annual dollar amount of any subsidy, etc.), the type of coverage (i.e., single Medicare-eligible, 2-person Medicare-eligible, family Medicare-eligible, single non-Medicare-eligible, 2-person non-Medicare-eligible, family non-Medicare-eligible, etc.), and the bargaining unit they retired from (RN or Technical); and
- (c) the summary of benefits and coverage document and the summary plan description for the current retiree HAP plan, the current HRA-type plan, and each alternate plan that any retirees may be eligible for that are offered by the Employer (including the Ascension SmartHealth PPO medical plan) and the 2023 and 2024 costs to the retiree for each such alternative plan.

The Employer's recent announced termination of retiree health benefits is in violation of the relevant Collective Bargaining Agreement provisions (which provide that Technical employees will not be eligible to retire and receive any retiree health benefits if they became/become retirees on or after January 1, 2021; and that current RN employees will not be eligible to retire and receive any retiree health benefits if they became/become retirees on or after January 1, 2023; (the contracts do not require termination of benefits for those who retired before those dates).

The Employer's letters to retirees that the Union has found so far are not accurate when the Employer 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 who retired before the applicable dates. The Employer's actions to take away retiree benefits from those already retired are unilateral changes without notice to or bargaining with the Union, and violate the law and the contracts. The Employer has defamed the Union and its representatives in multiple written communications. ***We demand that the Employer make a complete and prompt retraction of this defamatory statement that appears in multiple documents the Employer has sent out to retirees.***

The Union demands bargaining and protests these actions. The Employer has violated and continues to violate the relevant Collective Bargaining Agreement provisions as well as federal labor law (and possibly even ERISA).

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It is despicable that a Catholic-run health system that purports to bring Biblical values its alleged “ministry” and workplace would unilaterally announce the termination of retiree health benefits to people who have devoted their working lives to care for the sick and elderly at your Hospital and in our community, only to be dumped and treated like disposable trash by their unappreciative Employer. The Union asks the Hospital to comply with its legal obligations and take into account the many years of dedication these retirees gave to the Hospital and its patients over many decades.

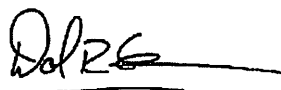
The Union demands that the Employer cease and desist these violations and the termination of such benefits, rescind all unilateral changes and restore the *status quo ante*. We demand that the Employer maintain the current retiree health benefits coverage and/or retiree HRA-type benefits that are in place for all those Technical retirees who retired on or before January 1, 2021, and for all those RN retirees who retired on or before January 1, 2023. We ask that you meet with and bargain in good faith with the Union and keep all the benefits in place in the meantime. We are also filing class action grievances.

The Union offers the following dates/times to meet on this matter:

- Monday, October 30th between 9:00 a.m. & 5:00 p.m.
- Tuesday, October 31st between 9:00 a.m. & 2:00 p.m.
- Thursday, November 2nd between 9:00 a.m. & 12:00 noon
- Friday, November 3rd between 11:00 a.m. & 5:00 p.m.

We again ask the Employer to take no further steps to terminate these benefits. We also ask that the Employer meet and bargain with the Union (while keeping the benefits in place) and confirm dates/times for bargaining. We look forward to receiving the requested information and the Employer retractions of the defamatory statements as soon as possible.

Sincerely,



Dan Glass
President

DG/js

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