



American Water Concession Demands Continue

The Union and Company bargaining teams met for three days August 17-19 to negotiate the National Benefits Agreement. Unfortunately, the company is still demanding major concessions from union workers.

The new plan would take a big bite out of employees' paychecks to cover healthcare expenses – up significantly from the current plans.

- ✓ The company would restrict the employees' choice of 3 healthcare plans to just 1 healthcare plan that is worse than any of the 3 current plans.
- ✓ In the first year of the contract, the company wants to jack up workers' premiums from the current \$77.00 per month premium to \$95.00 per month for individuals, and from \$160.00 per month to \$243.00 per month for family coverage. This is a 51.88% increase. In contrast, when is the last time the company came close to a 3% wage increase? In the following years of the contract, employees would pay nearly 30% of the total healthcare costs – up from around 17% today. Can you say "take home pay"?
- ✓ Management also wants to cut major services under the dental plan from 80% coverage after the deductible to only 50% coverage.
- ✓ Employees would be required to pay 25% for brand name prescriptions.
- ✓ The company proposed to eliminate any co-pay for preventative care which appeared to be a move in our direction until we discovered that would be buried in the premium. The elimination of co-pays for preventative care is also in the Healthcare reform. The company was offering something that they were going to be obligated to do anyway.
- ✓ The company proposes that .8% of your premium increase is necessary to cover same sex domestic partners.
- ✓ The company remains firm on dropping the \$500.00 per year contribution for healthcare coverage for employees hired after 2006.
- ✓ The company would eliminate the \$100.00 opt out provision for healthcare.
- ✓ Employees would be responsible for up to \$6,000.00 per year for family out of pocket expenses.
- ✓ The Union would be required to drop 27 of its proposals.

What would we get for this?

- ✓ A 3 year contract.
- ✓ The company would drop their demand to reduce the company match on the 401(k) by 1%, and to have employees pay the fees for hardship withdrawals.
- ✓ The company would continue to provide retiree life insurance.
- ✓ Short term disability at 70% for 52 weeks.
- ✓ Generic prescriptions at 0%.
- ✓ The lousy vision coverage would remain the same.
- ✓ The ability to buy company stock
- ✓ The company would allow us to proof read and comment on the summary plan description prior to printing.