



The  
North Attleborough Federation of Teachers  
Local 4292, MFT-AFT-AFL/CIO

# Newsletter

April 2009 - Volume 12 - Number 2

Newsletter prepared by Lori-Jeanne Veit

## From the Desk of the President

The NAFT leadership, along with the leadership from the other town unions, recently met with the North Attleboro Selectmen to negotiate changes in health insurance.

The selectmen offered the unions two health insurance proposals for FY10. One proposal resulted in an increase in premiums of 9.55% for the HMO and 12.5% for the PPO, with co-pays and plans remaining the same. The other plan resulted in an increase of 0% for the HMO and 4.58% increase for the PPO with a tremendous increase in co-pays to union members. For example:

- Inpatient hospitalization would increase from \$250 to \$500
- Day surgery would increase from \$0 to \$250
- Emergency room visits would increase from \$50 to \$100
- CT scans and MRIs would increase from \$0 to \$75
- Office visits would increase from \$15 to \$25
- Prescriptions would increase as follows:
  - o *Generic:*  
From \$10 to \$15 (pharmacy) and \$30 (mail away)
  - o *Preferred:*  
From \$20 to \$30 (pharmacy) and \$60 (mail away)
  - o *Non-Preferred:*  
From \$35 to \$50 (pharmacy) and \$150 (mail away)

Selectmen provided the unions with the cost of the increased co-pays to our members. The increased out-of pocket expenses for union members would be \$475,995 per year.

Management did offer a mitigation fund, which would reimburse the increase to co-pays for a period of 3 years. After careful consideration of the health insurance offerings, union leaders unanimously agreed to keep health insurance plans the same and take the increase to the premiums versus a year with lower premiums with a cost shift of co-pays to members. The cost shift of co-pays would expose members to undue financial stress. While management did offer a mitigation fund, after year one, members would continue to incur increases in health insurance premiums. When the mitigation fund expired, union members would be burdened with the substantial increase in co-pays as well as premiums. With the current economy, union leaders were not willing to expose their members to increased premiums and increased co-pays.



**Lee Anne Todd**, *President*  
**Anne Oberti**, *VicePresident*  
**Michael Stetkiewicz**, *Treasurer*  
**Patty Coogan**, *Secretary*

### GENERAL MEMEMBERSHIP MEETING

There will be a general membership meeting on **Tuesday, May 12, 2009** beginning promptly at 3:30 pm in the North Attleboro Middle School Cafetorium. Election of Officers will be held during the meeting. There will also be an update on Article X, Vacancy. According to the contract, the "Vacancy Pool" must begin by May 15<sup>th</sup>. If you have questions regarding your position for the 2009-2010 school year, please plan to attend the meeting.



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## NAFT Scholarships

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The NAFT awards two scholarships to graduating seniors. The scholarships are awarded in the following categories: a graduating dependent of a NAFT member who is graduating from North Attleboro High School and a graduating dependent of a NAFT member who is graduating from a high school other than North Attleboro High School. The winners of this year's scholarships are Lauren Santagata, daughter of Bill Santagata and Shawna Croke, daughter of Lauren Croke. Congratulations and best wishes to both graduating seniors.

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## Daffodil Days

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The NAFT raised \$2,175 as part of National Daffodil Day. A BIG thank you to all union members who donated to this worthwhile event. Thank you to Noreen Kiff for organizing the NAFT's campaign.

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## Health Insurance and Collective Bargaining

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City and town managements are seeking to have sole control over plans offered, deductibles, co-pays, and premium payment.

This proposal eliminates collective bargaining about health insurance issues. Others want the city and town managements to determine unilaterally whether to have all employees obtain health insurance coverage through the Group Insurance Commission (GIC) which the state manages. This proposal seriously curtails collective bargaining about health insurance issues.

**CALL YOUR STATE REPRESENTATIVE  
AND YOUR STATE SENATOR AT 617-722-2000  
AND TELL THEM THAT YOU ARE OPPOSED TO  
THESE PROPOSALS AND WANT HEALTH  
INSURANCE KEPT AS A SUBJECT OF  
COLLECTIVE BARGAINING.**

**PROTECT COLLECTIVE BARGAINING**