



LOCAL 1-2 UPDATE

CON EDISON CHANGES PROVIDERS FROM UNITED HEALTHCARE, GHI, ETC. TO CIGNA

As many of our members already know, we, the Utility Workers Union of America, Local 1-2, have historically negotiated health benefits and employee costs with the Employer and the Employer provides the benefit. Under the Collective Bargaining Agreement, the Employer - in this case Con Edison – can, arguably, change the company which administers each “Choice” as long as the benefits remain the same at no additional cost to you, our members.. After discussion with Con Edison on the proposed change in administrative company, your Union sought the advice of **Levy Ratner, one of the premier Labor Law firms in the United States, and it is their considered legal opinion that the Company might be allowed to change providers as long as there is no diminution in benefits.** We and our lawyers are reviewing the various health benefit plan documents to see if there are any limitations on Con Edison’s authority in this area. Con Edison management has assured us that the level of coverage will be no less than what you receive from the current administrators, United Healthcare, GHI, etc.; and we will closely monitor CIGNA to make sure this is true. If there is a gap in or diminution of anyone’s coverage or if your current doctor is not a participating provider in the CIGNA system, you must inform the Union immediately.

KNOW YOUR RIGHTS

The Company does not have the right to change your weekly work schedule orally. You have the right to know your schedule for the entire calendar week. There are only **two ways to legally change your weekly work schedule** - a posting in your work out location or a change of schedule delivered to you by hand, either of which must be in writing.

UTILITY WORKERS UNION OF AMERICA,
LOCAL 1-2, AFL-CIO