



INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE & AGRICULTURAL IMPLEMENT WORKERS OF AMERICA – UAW

GARY R. JONES, *PRESIDENT* RAY CURRY, *SECRETARY-TREASURER*
VICE-PRESIDENTS: TERRY DITTES • CINDY ESTRADA • RORY L. GAMBLE

September 26, 2019

VIA EMAIL

Scott Sandefur, Vice President
GMNA Labor Relations
PPO North, MC: 480-205-2FL
30745 Louis Chevrolet Road
Warren, MI 48093

RE: UAW-GM Negotiations – Health Care Benefits

Mr. Sandefur:

I am in receipt of your email dated Wednesday, September 25, 2019, that I received this morning, Thursday, September 26, 2019 at 8:57 am.

Let me recap the sequence of events regarding this **very important** matter for all our striking members and their families.

On Monday, September 16, 2019, I wrote to you via email to get a status update regarding our Members health care (see attached). On Tuesday, September 17, 2019, you provided an answer that our striking members and their families no longer had health care coverage. You also wrote, "Our employees should be eligible for COBRA paid for by the UAW fund so that their health care benefits can continue." (see attached). The same day you informed me that health care was no longer in effect I sent correspondence to all UAW Local Leadership informing them of such (see attached).

Finally, a week after terminating benefits, you write me a letter dated Wednesday, September 25, 2019 and received on Thursday, September 26, 2019, stating, "GM has chosen to work with our providers to keep all benefits fully in place for striking hourly employees." (see attached).

These irresponsible actions by General Motors are toying with the lives of hundreds of thousands of our UAW families.

Scott Sandefur
Health Care Benefits
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There is no doubt that public sentiment see these actions of GM as a shameful act!

Finally, it is time for GM to come to the bargaining table with an offer that reflects the hard work of our Members who make you successful and will settle this strike on behalf of the hundreds of thousands of UAW families, and stop toying with our families' health and well-being.

Sincerely,



Terry Dittes
Vice President and Director
UAW General Motors Department

TD:rb
opeiu494
Attachments

cc:	IEB	Brian Rothenberg
	Tim Bressler	Dave Shoemaker
	Bryan Czape	Jeff Sodko
	Niraj Ganatra	Mike Stone
	Michael Glenning	Regional Assistant Directors
	William Karges	Regional Servicing Representatives
	Darryl Nolen	UAW General Motors Department Staff
	Rick O'Donnell	



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September 16, 2019

VIA EMAIL

Scott Sandefur, Vice President
GMNA Labor Relations
PPO North, MC: 480-205-2FL
30745 Louis Chevrolet Road
Warren, MI 48093

RE: UAW-GM Negotiations – Health Care Coverage

Dear Mr. Sandefur:

To allay any concerns that our Members may have regarding an interruption in health care coverage, I am writing to confirm that the Company will continue health care benefits through the end of the month for all UAW-represented employees as provided for in the contracts.

Sincerely,

Terry Dittes
Vice President and Director
UAW General Motors Department

TD:rb
opeiu494
cc:

IEB	Brian Rothenberg
Tim Bressler	Dave Shoemaker
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Scott Sandefur
Vice President
NA Labor Relations

General Motors Corporation
30745 Louis Chevrolet Road
Warren, Michigan 48093-2350

September 17, 2019

Terry Dittes
Vice President and Director
UAW General Motors Department
8000 East Jefferson Ave.
Detroit, Michigan, 48214

Re: UAW-GM Negotiations - Health Care Benefits

Dear Terry,

I received your letter asking for confirmation that healthcare benefits will continue for UAW-represented employees. On our labor negotiations site, we directed employees as follows:

“We understand strikes are difficult and disruptive to families. Hourly employees will be eligible for COBRA, so their health benefits can continue. We want to ensure all available resources are known or provided to you, so please contact the GM Benefits and Service Center at 1-800-489-4646 for more information regarding COBRA Benefits.”

Our employees should be eligible for COBRA paid for by the UAW fund so that their healthcare benefits can continue. As a result, we believe that our employees, and your members, will not suffer any loss of healthcare coverage.

Please let me know if you have any questions,

Sincerely,

Scott Sandefur
Vice President
NA Labor Relations



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September 17, 2019

TO: All UAW General Motors Local Union Presidents, Shop Chairpersons, Vice Presidents, Financial Secretaries and Recording Secretaries

RE: **UAW-GM Negotiations – Health Care Coverage**

Dear Union Brothers and Sisters:

Yesterday, a letter was sent to GM regarding health care coverage during our strike.

We received a letter, today, confirming that our striking members' health care coverage has been cut-off by General Motors.

During this period, the UAW will provide medical assistance or a COBRA option, if necessary, for you and eligible family members.

If you have any questions, please direct them to the auditor assigned to your location by the Secretary-Treasurer's office.

Additionally, this answer provided by GM, today, will be reviewed by UAW Legal to see if any further action is required. In the meantime, know that our Union has you and your family covered!

Thank you for your loyal support.

In solidarity,

Terry Dittes
Vice President and Director
UAW General Motors Department

TD:rb
opeiu494
Attachment

cc: IEB Brian Rothenberg
Tim Bressler Dave Shoemaker
Bryan Czape Jeff Sodko
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Michael Glenning Regional Assistant Directors
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Scott Sandefur
Vice President
NA Labor Relations

General Motors Corporation
30745 Louis Chevrolet Road
Warren, Michigan 48093-2350

September 25, 2019

Terry Dittes
Vice President and Director
UAW General Motors Department
8000 East Jefferson Ave.
Detroit, Michigan, 48214

Re: UAW-GM Negotiations - Health Care Benefits

Dear Terry,

GM is very concerned about the significant confusion caused around our employee's health care coverage. Throughout this negotiation, GM has said that our number one focus was on the well-being of our employees. That remains the case today.

Given this confusion, GM has chosen to work with our providers to keep all benefits fully in place for striking hourly employees, so they have no disruption to their medical care, including vision, prescription and dental coverage.

We want all of our employees to know that their health and well-being are our top priority. If they have an insurance claim, they should submit it. GM will continue to provide them the coverage they rely on given the circumstances. We hope the UAW will help us communicate these continued benefits to their members.

Please let me know if you have any questions,

Sincerely,

A handwritten signature in black ink that reads "S. Sandefur".

Scott Sandefur
Vice President
NA Labor Relations