

DECEMBER 2023



UAW BCN AGREEMENT



Highlights
Inside

A Message from the Secretary-Treasurer



Love and Joy to our Blue Care Network Family!

At this time of year, the days may still be getting shorter and darker, but I bring you victory that will brighten all our days for the years to come. Because of the tireless effort of your Bargaining Committee in your negotiations, we can celebrate the holidays and the New Year as a successful entry into higher pay and greater job security. Your hard work supporting each other on the picket lines despite the cold and rain showed BCBS the underlying determination of our bargaining unit members to last **ONE DAY LONGER, ONE DAY STRONGER!**

The BCBS/BCN Negotiating Team brought a historic victory to our sisters and brothers in far-too-long-ignored sector in the UAW. The victory is not just reducing the wage progression to top pay from 22 to 5 years. This also marks a historic sea change from an administration that was willing to settle for 22 years in the first place!

We made significant gains in protecting your work and your jobs. I cannot undo the past, but I make the commitment that the International Union will never again tolerate the vicious destruction of your bargaining unit through outsourcing.

On behalf of the TOP Department, the International Executive Board, your Local Leadership and Bargaining Committee, I would like to thank you for giving us the support necessary to achieve these historic gains.



In Solidarity,

A handwritten signature in blue ink that reads "Margaret Mock".

Margaret Mock
Secretary-Treasurer and
Director of TOP

A Message from your UAW BCN Statewide Bargaining Committee:



Dear Blue Care Network Family,

We are presenting a summary of the tentative agreement negotiated with Blue Care Network by your 2023 Bargaining Committee.

As part of a historical event, the BCN and BCBSM Bargaining Teams came together in efforts to gain leverage and to show solidarity. Our surveys showed membership interests were common across the state. We began negotiations with the top priorities to close the gap between tiers, address and limit outsourcing and automation, establish a remote work program, and to gain retiree healthcare for employees hired on or after January 1, 2009.

In the following pages you will see our efforts were substantiated by winning a wage scale where employees can reach the maximum wage within 5 years of service, language surrounding the loss of Bargaining Unit work, and remote work that extends to qualifying departments.

We won economic improvements which in part include, a Ratification Bonus of \$5,000, an Inflation Protection Bonus of \$1,000 paid each year, a General Adjustment and/ or a Longevity Payment in each year of the contract, and a new wage scale that gets employees to the maximum wage within 5 years of service.

We maintained the healthcare options at the same benefit levels with a modest increase in premiums. We maintained retiree pension plans and for eligible employees, maintained retiree healthcare without changes to benefit levels or premiums.

In Solidarity,

BCN Statewide Bargaining Team

ECONOMIC GAINS FOR CURRENT EMPLOYEES

Ratification Bonus: \$5,000 for all employees hired prior to ratification of this agreement.

Inflation Protection Bonus: \$1,000 will be paid the first pay period after ratification and November 2024, 2025, and 2026 to all active seniority employees at the time of payout.

The Bargaining Unit Bonus Plan (BUBP) was maintained at the same levels:

50% (Corporate Performance) THRESHOLD	100% (Corporate Performance) TARGET	200% (Corporate Performance) OUTSTANDING
2.00%	3.00%	6.00%

At Ratification, all employees receive a 5% increase. Employees with 12 years of service or greater will be moved to the max of the range.

In **year 2 (May 2024)**, all employees receive a 5% increase. Employees with 10 years of service or greater will be moved to the max of the range.

In **year 3 (May 2025)**, all employees less than the maximum of the salary range will receive a 4.5% increase up to maximum rate. Any percentage not applied will be paid out in a Longevity Payment. Employees with 8 years of service or greater will be moved to the max of the range. Employees at or over the maximum of the salary range will receive a 4.5% Longevity Payment.

In **year 4 (May 2026)**, all employees less than the maximum of the salary range will receive a 4.5% increase up to maximum rate. Any percentage not applied will be paid out in a Longevity Payment. Employees with 5 years of service or greater will be moved to the max of the range. Employees at or over the maximum of the salary range will receive a 4.5% Longevity Payment.

	Employees less than the maximum of the salary ranges	Employees at or over the maximum of the salary ranges
Year 1 Upon Ratification	5% Wage Increase	5% Wage Increase
Year 2 - May 2024	5% Wage Increase	5% Wage Increase
Year 3 - May 2025	4.5% Wage Increase	4.5% Base Salary Longevity Payment
Year 4 - May 2026	4.5% Wage Increase	4.5% Base Salary Longevity Payment

Grade	New Job Classification Grades	
A	Office Support Clerk	
B	BCN Correspondence Clerk Data Entry Key Operator Document Support Clerk	Group Maintenance Technician Member Maintenance Technician Provider Technical Assistant
C	Audit Specialist Eligibility Specialist	
D	Claims Adjudicator	
E	BCNA Claims Liaison Claims Liaison Coordination of Benefits Technician Customer Service Representative II Group Inquiry Representative Individual Accounts Analyst	Medical Information Specialist Member & Provider Service Representative Senior Eligibility Specialist Senior Group Account Analyst Senior Member Maintenance Technician Utilization Management Specialist
F	BCN Blue Card Liaison BCN Complex Issue Resolution Advocate Medical Records Coordinator Provider Enrollment Service Representative Provider Registration Specialist	Provider Specialist Recovery Liaison Senior Coordination of Benefits Specialist Doc Management Unit Lead
G	BCN Document Management Document Training Specialist Cash Receipts Analyst Technician Group Inquiry Unit Lead Joint Programs Liaison Quality Reviewer Quality & Report Specialist	Statewide Attendance Coordinator Statewide JOBS Specialist Trainer Union Committeeperson Unit Lead
H	BCN Claims Document & Training Specialist Operational Trainer	

WAGE SCALE

Ratification & Year 2 (May 2024)				
Grade	Hourly*		Annualized	
	Min	Max	Min	Max
A	\$18.00	\$22.50	\$37,440	\$46,800
B	\$18.50	\$24.20	\$38,480	\$50,336
C	\$19.50	\$25.00	\$40,560	\$52,000
D	\$21.00	\$26.60	\$43,680	\$55,328
E	\$22.50	\$29.50	\$46,800	\$61,360
F	\$23.50	\$31.01	\$48,881	\$64,500
G	\$24.50	\$33.00	\$50,960	\$68,640
H	\$26.00	\$37.05	\$54,080	\$77,064

*Hourly rates are rounded to the nearest cent.

(Hourly and Annualized Salary Range Schedule for all Employees 2025)

Year 3 & 4 (May 2025 & 2026)				
Grade	Hourly*		Annualized	
	Min	Max	Min	Max
A	\$18.54	\$23.18	\$38,563	\$48,204
B	\$19.06	\$24.93	\$39,634	\$51,846
C	\$20.09	\$25.75	\$41,777	\$53,560
D	\$21.63	\$27.40	\$44,990	\$56,988
E	\$23.18	\$30.39	\$48,204	\$63,201
F	\$24.21	\$31.94	\$50,347	\$66,435
G	\$25.24	\$33.99	\$52,347	\$70,699
H	\$26.78	\$38.16	\$44,702	\$79,376

HEALTH CARE, DENTAL & VISION BENEFITS

Active Employee Health Care Premium Sharing & Employee Contribution
(For Plan Years beginning January 2024)

BCN Healthy Blue Living HMO				
	Monthly 2024 & 2025		Monthly 2025 & 2026	
Employee Only	\$6.00	\$72.00	\$7.00	\$84.00
Employee + Spouse	\$9.00	\$108.00	\$10.00	\$120.00
Employee + Child(ren)	\$8.00	\$96.00	\$9.00	\$108.00
Family	\$12.00	\$144.00	\$13.00	\$156.00

Community Blue PPO 250				
	Monthly 2024 & 2025		Monthly 2025 & 2026	
Employee Only	\$20.00	\$240.00	\$21.00	\$252.00
Employee + Spouse	\$35.00	\$420.00	\$36.00	\$432.00
Employee + Child(ren)	\$27.00	\$324.00	\$28.00	\$336.00
Family	\$44.00	\$528.00	\$45.00	\$540.00

Simply Blue with a Health Savings Account	
	Annual*
Employee Only	(\$800)
Employee + Spouse	(\$1,500)
Employee + Child(ren)	(\$1,800)
Family	(\$1,800)

* (Annual Employer Contribution)

ACTIVE EMPLOYEE HEALTH CARE COST SHARING

(For Plan Years beginning January 2024)

CB PPO 250		Simply Blue HSA	
	In Network	Out-of-Network	In Network
Deductible	\$250 / \$500	\$500 / \$1,000	\$1,600 / \$3,000
Coinsurance	10%	40%	20%
Out-of-Pocket	*\$1,000 / \$2,000	*\$7,000 / \$4,000	*\$3,500 / \$7,000
Copay OV/UC	\$30 / \$30	40%	20%
Emergency Room	\$100	\$100	20%
Preventive Care	100% Covered	Not Covered	100% Covered
Pharmacy Retail	\$10 / \$40 / 40%		20%
Pharmacy Mail	\$20 / \$80 / 40%		20%

BCN Healthy Blue Living		
	Enhanced	Standard
Deductible	None	\$250 / \$500
Coinsurance	0% (50% for select services)	10% (50% for select services)
Out-of-Pocket	*\$1,250 / \$2,500	*\$1,250 / \$2,500
Copay OV/UC	\$10	\$20
Emergency Room	\$50	\$100
Preventive Care	100% Covered	100% Covered
Pharmacy Retail	\$5 / \$20	\$15 / \$50
Pharmacy Mail	\$10 / \$40	\$30 / \$100

* **Out-of-pocket maximums include deductibles, copays, and coinsurance amounts**

Dental: Maintained dental premiums and benefit levels.

Vision: Maintained vision premiums and benefit levels.

* We maintained retiree health care for employees hired before January 1, 2009.

OTHER BARGAINING GAINS AT A GLANCE

Tuition Assistance

Increased from \$4,700 to \$4,800 for undergraduate and from \$4,900 to \$5,000 for graduate courses. Maintained book allowance of \$700.

Health and Safety

Sit/Stand workstation option for all employees.

Leaves of Absence

Court time increased to up to 8 hours of lost time for non-personal business.

Discipline

Timeliness - Corrective action will be administered within 7 working days from the date of the event, attendance/tardy occurrence or from the date leadership could have reasonably become aware of the information.

Breaks

Increased to two 20-minute breaks. One break can be used in conjunction with your lunch.

Outsourcing Language

Stronger outsourcing language that gives the union the ability to investigate and find Bargaining Unit work that is being performed by non-bargaining unit employees.

Secured additional language that prohibits the Company to reduce the current active Bargaining Unit employee total.

Strengthen job security prohibiting layoff if the Company subcontracts bargaining unit work

Replace all employment numbers due to any attrition (i.e. retirement, early separation buyout, termination etc.)

Minimum Benefit for Pension

For those hired prior to Jan. 1, 2009, the minimum benefit will be increased by \$2 each year.

Remote Work

Established a remote/hybrid program. Eligible employees will be based on departmental requirements. New hires will be eligible for remote work.

Personal Time Off (PTO) Request Responses

Outside of major granting, leadership must respond to PTO/Vacation requests within 72 hours of request.

Call-in Process

Employees must notify their leader within 45 minutes of the normal start time.

Promotional Increase

Employees promoted to a higher grade will go to the minimum of the paygrade or receive a 7% increase, whichever is higher.

Bargaining Unit Bonus Plan (BUBP)

Maintained at 2%, 3%, or 6% if corporate goals are met.

In Vitro Fertilization (IVF)

Added a benefit lifetime maximum of \$25,000 per employee.

Short Term Disability (STD) Waiting Period

For those hired after Jan. 1, 2012, the waiting period is reduced from 5 days to 4 days.

ROTH IRA

There is an option to contribute to a ROTH IRA.

Work/Family Balance & Care Program

The reimbursement amount increased from \$2,250 to \$2,350.

Acupuncture

Added a benefit of 20 visits per calendar year.

REPRESENTATION STRUCTURE

BCN Local 1781 will consist of:

- 1 BCN Regional Chairperson*
- 2 Full-time Committeepersons*
- 3 Working Committeepersons
- 3 Working Alternate Committeepersons

BCN Local 2145 will consist of:

- 1 BCN Regional Chairperson*
- 1 Full-time Committeeperson*
- 2 Working Committeepersons
- 2 Working Alternate Committeepersons

*We will continue with equal representation of 3 Bargaining Representatives from each local unit.

DURATION & RATIFICATION

The tentative agreement between the UAW and Blue Care Network of Michigan (BCNM) will be effective upon ratification.

None of the proposed changes will take effect until the tentative agreement is ratified by most of the UAW- BCN members covered, and only then on the appropriate dates specified.

If ratified, the new agreement would run for 3 years and 7 months and would expire at midnight May 1, 2027.

UAW BCN REPORT

This is a summary of the agreement language. In all cases, the actual contract language will apply.

HOLIDAY SCHEDULE

HOLIDAY	2023	2024	2025	2026	2027
New Year's Day		Monday 1/1/24	Wednesday 1/1/25	Thursday 1/1/26	Friday 1/1/27
Martin Luther King Day		Monday 1/15/24	Monday 1/20/25	Monday 1/19/26	Monday 1/18/27
Good Friday		Friday 3/29/24	Friday 4/18/25	Friday 4/3/26	Friday 3/26/27
Memorial Day		Monday 5/27/24	Monday 5/26/25	Monday 5/25/26	
Juneteenth		Wednesday 6/19/24	Thursday 6/19/25	Friday 6/19/26	
Independence Day		Thursday 7/4/24 and Friday 7/5/24	Friday 7/4/25	Friday 7/3/26	
Labor Day		Monday 9/2/24	Monday 9/1/25	Monday 9/7/26	
Election Day		Tuesday 11/5/24		Tuesday 11/3/26	
Thanksgiving	Thursday 11/23/23	Thursday 11/28/24	Thursday 11/27/25	Thursday 11/26/26	
Day Following Thanksgiving	Friday 11/24/23	Friday 11/29/24	Friday 11/28/25	Friday 11/27/26	
Christmas Eve Day	Monday 12/25/23	Tuesday 12/24/24	Wednesday 12/24/25	Thursday 12/24/26	
Christmas Day	Tuesday 12/26/23	Wednesday 12/25/24	Thursday 12/25/25	Friday 12/25/26	
Christmas Floating Day	Friday 12/29/23	Tuesday 12/31/24	Wednesday 12/31/25	Thursday 12/31/26	

BCN Supplemental Articles & LOUs

Art 1

Recognition

Maintained recognition of each individual Local Union

Art 6

Representation

Structure change while equal bargaining team representation

Art 8

Seniority

Maintained separate BCN seniority. Time spent in training will now be included in the 24-month tenure for CSRs. Employees are now able to apply for more than two posted openings at one time.

Art 13.4

Schedule Preference

Maintained the same schedule preference

LOU 15.8

RE: Attendance Lost Time

Maintained Attendance committee

Art 27

(formerly Art 25)

Cooperative Process

NOTES

UAW BLUE CARE NETWORK BARGAINING TEAM

INTERNATIONAL UNION

Margaret Mock
UAW Secretary-Treasurer

Todd Brien
Executive Administrative Assistant
UAW Secretary-Treasurer's Office

Steve Dawes
Region 1D Director

Scott Zuckschwerdt
Region 1D Assistant Director

LaShawn English
Region 1 Director

Ray Pecoraro
Region 1 Assistant Director

Rod Heard
Administrative Assistant
UAW TOP Department

Joe Cardona
Assistant Director
UAW TOP Department

Renee Turner-Bailey
UAW Social Security
Department

Ava Barbour
International Representative
UAW Legal Department

Fernandes Crawford
International Representative
UAW TOP Department

Raenell Glenn
Assistant Director
Communications

Lisa Mayberry-Raymond
Assistant Director
UAW Research Department

Tiffany Johnson
International Representative
UAW Social Security Department

Mennen Gibbs
International Representative
UAW Region 1

Gary Timmer
International Representative
UAW Region 1D

AMALGAMATED LOCAL 1781

Stephanie Collins
BCN Regional Chairperson

Angela Bell
Committeeperson

Rafael Rawlings
Committeeperson

AMALGAMATED LOCAL 2145

Karen Gengler
BCN Regional Chairperson

Paul Anderson
Committeeperson

Terry Walton
Committeeperson

**Special thanks to the Advisory Council President Emeritus
Bob King, Susanne Mitchell and Rebecca Suell**