

Jane Gile
Human Resources Director



CITY OF MANCHESTER

Human Resources Department

September 26, 2013

To USW Collective Bargaining Unit:

Thank you for ratifying the collective bargaining agreement. The Board of Mayor and Aldermen will be considering final approval in October.

The contract includes negotiated modifications to the health insurance plan during Plan Year 2014. The City of Manchester must provide a 60-day notice prior to the effective date of the modification. Please consider this letter as notice that the modifications will be effective December 1, 2013.

The Summary of Benefits and Coverage and the rates for the plans that will be in effect for December 1, 2013 are posted on the City of Manchester website, www.manchesternh.gov/openenrollment.

Water Works union members enrolled in the City's current health insurance plan options will be transferred automatically to the corresponding higher co-pay/cost share plan option effective December 1, 2013, i.e. HMO to HMO 17.5%/82.5% split, POS to POS 17.5%/82.5% split, HSA to HSA 15%/85%, etc.

A special open enrollment period will be held for USW covered employees from October 21 to October 25 to enable those who wish to make changes to their health plan selection to do so.

The open enrollment period will be confirmed once the BMA gives final approval of the contract. Please do not hesitate to contact me if you have any questions. If you wish to receive printed copies of the Summary of Benefits and Coverage, please call benefits @ 624-6543 or email benefitscoordinator@manchesternh.gov.

Please be prepared to see increased payroll deductions for your health plan cost share beginning in November to cover the new negotiated plan costs in December.

Regards,



Jane E. Gile
Human Resources Director