

# BENEFITS NEWSLETTER#1

This just in from the UAW/GM Benefits Department concerning:

Life Insurance Program-

Dependent Child Age-

Accelerated Benefits Option (ABO) Maximums-

Disability Benefit Program-

Please be aware of the upcoming changes that impact Life Insurance and Disability benefits as negotiated under the 2015 UAW GM Agreement:

## Life Insurance Program:

**Rate Decreases** – Both the Personal Accident Insurance (PAI) and Optional Life Insurance (OLI) plans will have rate decreases, effective February 1, 2016. The PAI plan rates will decrease by 20% for all participants and the OLI plan rates will decrease by 6% for certain age groups. There will be no rate changes for Dependent Life Insurance (DLI).

Impacted participants will generally experience the rate decreases as follows:

- Active employees pay for coverage one month in advance and will first experience the rate decrease in their payroll checks the week of February 8, 2016, for March coverage. At that time, a credit will be applied to adjust for the higher rate that was deducted in January for February coverage. Beginning with payroll deductions in March, the new lower rate will be appropriately deducted.
- Retirees pay for coverage for the current month and will first experience the rate decrease in their March pension checks. At that time, a credit will be applied to adjust for the higher rate that was deducted in February. Beginning with the April pension checks, the new lower rate will be appropriately deducted.
- Retirees who have Electronic Funds Transfer (EFT) deductions prior to the fifth of the month will first experience the rate decrease in their March EFT. At that time, a credit will be applied to adjust for the higher rate that was deducted in February. Beginning with the April EFT, the new lower rate will be appropriately deducted. Retirees who have EFT deductions after the fifth of the month will appropriately experience the rate decrease beginning in February.
- Participants receiving direct-billing statements will first experience the rate decrease in their February billing statement for March coverage. At that time, a credit will be applied to adjust for the higher rate that was billed in January for February coverage. Beginning with the March billing statements, the new lower rate will be appropriately reflected.

**Dependent Child Age** – Effective November 23, 2015, the maximum age for a dependent child was increased to the end of the month in which age 26 is attained.

Other plan provisions continue to apply including special rules for children who are totally and permanently disabled.

**Accelerated Benefits Option (ABO) Maximums** – Effective November 23, 2015, the maximum amount of the accelerated benefit option for Basic, Optional, and Dependent Life Insurance has been increased from 50% to 80% of the amount in force. The combined maximum accelerated benefit amounts under Basic and Optional Life Insurance has been increased from \$250,000 to \$500,000.

**In February, a separate communication will be forthcoming that provides detailed information about the upcoming OLI and DLI open enrollment and the premium holidays for OLI and PAI.**

## Disability Benefit Program:

Beginning March 2016, employees and retirees will have the ability to receive their Workers' Compensation payment via direct deposit. Impacted employees and retirees will receive a letter advising them of the payment type opportunity and appropriate instructions. Mailings will be staggered throughout the first quarter of 2016.

*Steve Frammartino*

STEVE FRAMMARTINO, PRESIDENT  
LOCAL 1005, UAW

*Al Tiller*

AL TILLER, SHOP CHAIRMAN  
LOCAL 1005, UAW