

October 14, 2015

Dear BENTE Member:

I am writing to inform you that the Union has filed a grievance against the District's Chief Financial Officer (BILL ANSBROW) for unilaterally setting his own arbitrary rate of increase for members hired after 1991 that contribute towards their health care costs.

The Joint Health Care Committee, which consists of representatives from the District and all four bargaining units (BENTE, RTA, ASAR, RAP) has historically set yearly rate increases based upon statistical data put forth from an outside health care consultant (The Lawley Group). The data illustrates the amount of money paid in claims versus the amount of money collected, and the annual rate increase is based upon this analysis. In addition, a minimum of 5% is held in a reserve fund that can be used to offset a large rate increase in a year where there are higher claim costs. That fund is currently over and above the required amount.

The results of last year's data prompted the Lawley Group to come to the conclusion that rates should increase 2.69% for the upcoming year beginning January 1, 2016. The rates have consistently been set by the committee based upon the data collected and the recommendations put forth by the health care consultant. All of the unions are in agreement that the rates should increase 2.69%.

The District's Chief Financial Officer (BILL ANSBROW) has threatened the unions to either give up some health benefits for members or face a rate increase of 8% based upon inflated numbers he has concocted in his inflated head. In addition, Mr. Ansbrow is refusing to fill vacant BENTE positions while continuing to find money for his own high paid administrators.

All four unions are collectively against Mr. Ansbrow's scheme to set an imaginary rate increase and all are filing grievances against the District.

Please contact me if you have any questions regarding this issue. The best way to reach me is via e-mail: dan@bentelocal2419.org. You may also reach me at the Union office at 458-8670.

In Solidarity,

Dan DiClemente, President
BENTE/AFSCME Local 2419

