



## *A seat at the table*

### As Open Enrollment begins, new benefits boost Yale Health Plan

The Open Enrollment period for medical benefits has begun and ends on December 15, 2009. This is an opportunity for clerical and technical staff members to change their health benefits to take advantage of the many improvements to the Yale Health Plan we won in the contract we ratified back in April.

The Yale Health Plan now offers expanded coverage for many different services and enhanced value with no premium payment. Let's review some of the key changes:

**A New Pharmacy Benefit** with no deductible or co-insurance payments, a new mail-order program, and flat, low co-pays for prescriptions. Particularly if you're using generic medications, you could see substantial savings in your pharmacy costs. Aetna members will move to this new benefit structure on January 1, 2010.

**College-age dependents are now covered** at no extra charge. If you have children between the ages of 19 and 25, they can now have Yale Health Plan coverage at no added cost - saving you hundreds of dollars per month.

**New services** such as chiropractic visits are covered by the YHP for the first time, and the coverage for many other services, such as home care, infertility and podiatry, has been greatly enhanced to bring the YHP up to the level of the Aetna plan.

**A new mental health benefit** is about to launch in January for both YHP and Aetna members. With no deductibles, co-pays or maximums, quality mental

health care is now truly affordable for the first time. Next week you'll receive a special Local 34 Bulletin explaining the details of this extraordinary new benefit.

Also note, for those of you who set aside pre-tax dollars in a **Flexible Spending Account (FSA)** for uncovered healthcare expenses, please be sure to carefully review the new benefit programs because your out-of-pocket costs may have changed. The deadline for setting up your FSA is December 31, 2009.

For full information on all your benefit options please refer to the Open Enrollment information you receive in the mail from Yale or consult the university's benefits web site at [www.yale.edu/hronline/benefits](http://www.yale.edu/hronline/benefits).

And again, remember that **the Open Enrollment period ends on December 15, 2009.**

We can all be very proud of the enhancements we won to our health care options in our new contract, and we can look forward to the new Health Services Center facility opening next year. It's never been a more exciting time to be a Yale Health Plan member.

### Local 34 helps Local 634 to a big win in Philadelphia

Over the past several months, Local 34 has lent staff, financial support and other resources to one of our sister locals, Unite Here Local 634 in Philadelphia, which is fighting for a new contract.

Local 634 represents 2300 cafeteria workers and noontime aides in the Philadelphia Public School system. On average they earn \$9.50 an hour with limited benefits. Local 634's negotiating committee has proposed expanded health benefits and better wages as key parts of a new contract.

Contract negotiations with the school district had drawn to a halt back in the spring because Workers United - another union - had filed for an election to challenge Local 634's representation. Local 34 staff assigned to help in Philadelphia worked with Local 634's rank-and-file committees to organize for election.

The cafeteria workers and noontime aides took a big step towards winning a new contract on October 27 by winning the representation election and voting, by a 2-to-1 margin, to keep Local 634 as their union. The members of Local 634 know that to win the compensation and respect they deserve, they need a strong union that stands up and fights.

On November 19, leaders of Local 634 came to New Haven to thank the Yale Unions for the role we played in helping to win the election and strengthen Local 634 for its contract fight. "We could not have done this without the help of our brothers and sisters from New Haven," said Local 634 President Doris Smith. "When we finally win this new contract it will change Philadelphia, and it is possible because of what we've learned from your unions in New Haven."



Local 634 President Doris Smith (L) with CCNE President Andrea van den Heever and Local 34 President Laura Smith



Georgianna Zimmerman, Mary Thigpen and Linda Flegler - Local 34 members and Medical Assistants at University Health Services.

### December Membership Meeting Postponed

Due to scheduling conflicts, the next Local 34 Membership Meeting has been postponed until early in the new year.

A new time and location will be announced as soon as they are set.

**Membership Meeting**  
 The December Local 34  
 Membership Meeting has been  
 postponed until the beginning of  
 the new year.  
 We'll announce the date and  
 location as soon as they are set.  
 Questions?  
 Contact your organizer or email  
 34@yaleunions.org

**UPCOMING**

**Inside this issue:**

The Open Enrollment period for health benefits begins December 1 and ends on December 15. With the improvements to the Yale Health Plan we won in our new contract, our free YHP coverage is a better option than ever before. Review the highlights of the changes inside.

**LOCAL 34 NEWS**

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**UniteHere!**

**2010 Contract Summaries available**

We're working hard to make sure each and every member of Local 34 gets a copy of our Contract Summary booklet and a Union Standard petition poster.

If you haven't received yours yet, please call the Union office at (203) 624.5161 and we will get one to you as soon as possible.



**LOCAL 34 NEWS**

**CONTACT INFORMATION**

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