

UTU New Hire Health Coverage

June 14, 2004

This deals with a change in health insurance coverage for new hire Conductors, Brakemen and Yardmen.

With most of the unions, retroactive health insurance contributions have been deducted from the back pay that would otherwise be owed. UTU, however, reached its wage deal separately from its health insurance agreement, and so the back pay had already been paid.

To make up for this, the UTU health insurance agreement has several unique provisions. One of these is the delay in initial coverage for new hires.

With most unions, health insurance coverage starts in the month following the month when the new hire first performs compensated service. With most of the larger unions, an additional requirement is that coverage starts in the month following the month in which the new hire first renders compensated service on more than 7 days or works on every available work opportunity.

With UTU, under the new health insurance agreement, the start of coverage is then delayed an additional 3 months. In other words, health insurance coverage starts on the first day of the **fourth** calendar month after the new hire first renders compensated service on more than 7 days.