

DISPOSITION OF GRIEVANCE THIRD STEP 15-0124

LU SC U4

DISCLOSURE CLAUSE

PAR 57

STATEMENT OF REQUEST:

I request the Company rescind the unilateral design change to the Bargaining Unit Medical Plan, specifically the \$2,600/\$5,200 Rx Out-of-Pocket Maximum. I further request that any changes to the plan be negotiated.

G. J. Aleknavich 8-14-15

STATEMENT BY LOCAL COMMITTEE:

I concur with the above statement.

G. J. Aleknavich 8-14-15

STATEMENT BY SUPERVISOR:

None.

None

None

THIRD STEP DISPOSITION:

Reconsidered in the 3rd Step: The Company recognizes that the change to the Rx Out-of-Pocket maximums implemented in January of 2015 should have been negotiated with the Union and commits to negotiate proposed changes to the Health Care Plan Design. To ensure this change continues through the proper negotiation channels, the Stipulation of Agreement Health Care Plan Design will contain the agreed upon out-of-pocket maximums and will be clearly defined. Any employee who was adversely affected by the unilateral change to the Bargaining Unit Healthcare plan will be made whole.

G. J. Aleknavich

For I. P., I. B. E. W.

R. D. Curtis

For Pres., FP&L Co.

10-27-17