



Mission Accomplished Two Taft-Hartley Trusts

By Office Clerical News Staff

After enormous, long tiresome hours, of sheer gut-wrenching bargaining, the OCU membership finally has the security of two (2) separate Trusts. A remarkable historical event was achieved. Thanks to the tremendous efforts of a negotiating team that had the vision and determination to see this through, we now have a true Pension Trust and a Health and Welfare Trust that is safe, has been strengthened, and simplified. After all, it's not about having a pension or health and welfare plan, it's about having *continuous access* to those plans. Here today, gone tomorrow was unacceptable!

It all began in the planning stages. Our health as a business is tied to the health and welfare of the people we represent. Acquiring something new is difficult. Business is complicated. Accountability is not. You either do the right thing or nothing at all. It's that simple. There are no shades of gray when it comes to the good and welfare of our members.

To develop this breakthrough plan and to drive it to completion, required both the support of the membership and additional funding. The data told us that success hinged on a couple factors. To be fully prepared, we needed additional resources in both legal preparation and officer guidance.

The membership was given the risk & reward and they knew what was at stake. The green light was given. It was undeniably clear. Secure our pension. Secure our health and welfare. Do it now!

The media spotlight repeatedly cast a dark shadow. Uncertainty loomed. Would we be on strike? Communications became everything. Emails sent by the Union leadership provided constant updates and added relief. The overriding message - We're on it. You're in good hands.

Finally then.....**closure**. But we know our obligations to our membership doesn't just end now because the contract is finalized. We are now committed to implementation.

This is about Your pension. This is about Your health and welfare. With the Taft-Hartley Trusts comes equal representation. Gone are the days that one and one hand only fed the mouth. If it tasted bad, oh well.

Governed now by Trustees, the Union has a say. You don't like some things in your Health and Welfare Trust, tell us. You believe the Pension Trust should focus on such and such investment(s), tell us. Your benefits will be there. Your pension will now be fully funded. The fuzzy math and I don't know if everyone can

collect his/her pension is a thing of the past. Internal controls and accountability procedures along with principles and rules are priority one in both Trusts.

Portability was another added benefit. Looking to work at another company that is signatory to an OCU contract, well you can. And best of all, you can bridge your years.

To beef up our health benefits, the following was added: infertility treatment, hearing aids, outpatient diagnostic X-ray and lab tests (100%) In-Network, nicotine addiction cessation medications, and skilled nursing or extended care facility at (100%) coverage for the first (10) days of care both In and Out of Network.

We did not forget our temporary workers. After Jan 1, 2009, accumulate (800) hours of service while working for any of the companies participating in the OCU Health and Welfare Trust during a (6) consecutive calendar month and you will receive (6) months of medical, dental and vision benefits.

We are a multi-talented work force. We have the best of all possible worlds; incredible backing, impressive leadership, amazing resources, and a strong infrastructure. Even when the tough times are a calling, WE will persevere!

