



**AFFILIATED SYSTEM FEDERATION**  
of the International Brotherhood of Teamsters

October 1, 2016

Dear (Actual Name),

This letter describes recent actions taken by your Joint Protective Board making possible an important and long needed enhancement and extension of sickness and disability benefits. Please carefully review the attached information with your family. We hope it is received enthusiastically.

For years, many Brotherhood members have suffered prolonged disabling sickness or injury lasting more than 12 months. Currently available Railroad Retirement and Supplemental Sickness benefits pay some benefits for a year *but all benefits terminate after 12 months*. This has left many members destitute, unable to pay bills or support families in times of greatest need.

Several weeks ago, your Affiliated System Federation JPB approved a new plan specifically created to end these financial calamities. It offers some benefits during the first year of a disability but pays significant, increased benefits for an entire second year. And the cost is minimal.

This is not a "union insurance plan" *per se*. However, BMWED and Affiliated System Federation, together with other Brotherhood system divisions and federations, have taken essential steps to help make it available. The National Division and President Simpson have agreed to have BMWED constitute a "group" for plan purposes without which this plan would not be practical. In addition, the National Division will facilitate timely payment by collecting and paying premiums via union dues. This will avoid inadvertent lapses and help keep costs down. As a practical matter, it will function like any other payroll deduction.

Acting on these steps and confident that most if not all members would want these benefits, your Joint Protective Board has approved an enrollment process in which every member will be enrolled in the plan automatically, with the provision that any member who wants to decline the plan before it starts, can do so easily, as described below.

These crucial benefits are significant and the cost is minimal. The typical disabled member would receive \$3,000 every month for the entire second year after other sickness benefits end. And before that, the member would receive \$300 monthly from the fourth through the twelfth month paid in addition to his RRB and SSB benefits. Thus, the total benefits paid per disability period are \$38,700, and unlike RRB and SSB, they are tax free and not repaid. Many other advantageous aspects are included.

For members generally making over \$25 per hour, the cost should be affordable: \$24.95 per month for those 49 and under and \$46.50 per month for older, more vulnerable members aged 50-59. This amounts to 15 or 29 cents out of an hour in which you earned 2,500 cents (\$25/hour) We hope that every member will want this vital coverage at these costs.

J. E. David  
General Chairman

J. B. Long  
Vice Chairman

J. M. Blankenship  
Vice Chairman

We are trying to get this plan up and running by December 1<sup>st</sup>. *If you do nothing except read and save these documents, you will be automatically included in the plan coverage.* We will add the modest cost to your dues which will be immediately paid to Aflac by the National Division offices. We hope this can occur in late December. The union is taking nothing from you.

Although members can cancel their coverage at any time, to cancel benefits before they start you have about 60 days until November 30, 2016, to cancel. You can do so by either an email to [cancelmyplan@gmail.com](mailto:cancelmyplan@gmail.com), or by a toll free call to 1-888-690-1101, leaving your clearly stated name, address, phone number and email address and asking to have your coverage canceled.

**We anticipate and hope that every member will take advantage of this extension of our sickness and disability benefits plans.** Please share this information with your spouse if you have one. No-one expects prolonged disability due to sickness or injury, but when it occurs this plan will help make it more survivable for you and your family.

The benefit plan itself is offered by Aflac and underwritten by Continental American Insurance Company. The plan is between you and Aflac (underwritten by CAIC) and SafetyNet Resources, who will administer it and to whom questions should be addressed. SafetyNet Resources is a company that had to be formed to work with Aflac in developing and providing this unprecedented benefit coverage. *The attached information from Russ Ingebritson provides details.*

Sincerely,

Jack David

General Chairman  
Affiliated System Federation