



30 ORANGE TREE CIRCLE
VACAVILLE, CA 95687
P.O. BOX 2547, VACAVILLE, CA 95696

TOM DALZELL, BUSINESS MANAGER
ART FREITAS, PRESIDENT

(707) 452-2700
FAX (707) 452-2701

**IBEW Local 1245 Executive Board Letter to all bargaining unit Chairpersons
TO BE READ AT ALL *AUGUST 2016 UNIT MEETINGS
*(September for units that don't regularly meet in August)**

July 25, 2016

Re: IBEW 1245 Benefit Enhancements: September 2016 Membership Vote Regarding New Union Paid Member Accidental Death and Dismemberment Insurance Plan and Enhanced Member Death Benefit

To: All IBEW 1245 Unit Chairpersons: PLEASE READ THIS LETTER AND THE ATTACHED NEW BENEFIT SUMMARY UNDER "NEW BUSINESS", AND THEN CONDUCT MEMBERSHIP "YES" OR "NO" VOTE, RECORDING VOTE TALLY IN UNIT MINUTES:

Brothers and Sisters of IBEW Local Union 1245,

The IBEW Local 1245 Executive Board has recently received unit motions requesting that Local 1245 look into increasing the death benefit for members of IBEW Local Union 1245. The Executive Board subsequently requested the Business Manager and his staff to investigate terms and pricing for an AD&D membership benefit.

During staff's review of available AD&D insurance and respective pricing, it was also discovered that the Local 1245 could enhance the current \$1,000 member death benefit at no additional cost to the Union.

Therefore; subject to the unit motion, and the research by Union staff, your Executive Board unanimously approved the following benefit enhancements to IBEW 1245 members.

Subject to Article XVI, Sec. 2.(a) of the IBEW Local 1245 By Laws, the following By Law amendments are subject to membership approval:

1. New IBEW Local 1245 By Law: Article X, Sec. 10: Union Paid \$25,000.00 Accidental Death and Dismemberment Insurance to be effective January, 2017. Benefit covers members 24 hours a day, 7 days a week (exclusions apply and to be discussed at August, 2016 Unit meetings).
2. Enhanced IBEW Local 1245 By Law: Article X, Sec. 9 member death benefit, increasing Union paid death benefit from \$1,000.00 to \$2,500.00 to be effective January, 2017 (member spousal death benefit to remain at \$500.00).

BENEFIT EXPLANATION: Local 1245 Representatives will give a summary of the new AD&D and enhanced Death Benefit at regularly scheduled August, 2016 Unit Meetings.

MEMBERSHIP VOTE: Local Unit Chairpersons shall conduct a vote, with members voting YES to approve or NO to reject the enhanced benefits described herein, at regularly scheduled August and September, 2016 Unit meetings.

Note: For any units not scheduled to meet in the month of August, your explanation and vote shall be held at your regular September, 2016 unit meeting.

In Solidarity,

**Art Freitas President
IBEW Local Union 1245**