

Update on Health Care

There have been some important developments in the area of health care in the past few weeks.

No changes in copayments for HUCTW members:

It appears that there will be no increase in copayments or deductibles for HUCTW members next year, although the University has decided to implement those increases for other employee groups.

A serious new problem on retiree health:

The University is planning to implement changes in the retiree health program to which HUCTW has not agreed. We are concerned that a \$1,000 out-of-pocket maximum is too high for lower- and middle-income retirees.

The deterioration of our collaborative process on health care:

HUCTW leaders are still hopeful about the possibilities for maintaining a high-quality, affordable health care program. However, a new spirit and new structures will be needed.

To read last week's important letter from HUCTW with more detail, please see:

http://www.huctw.org/readings/OL/20111021_update.pdf

A Reminder about the Copay Cap and Reimbursement Program

The Copay Reimbursement Program (CRP) is an important benefit, started in 1996 as a result of HUCTW negotiations with the University, which limits the financial burden of copays for office visits and prescriptions. The CRP has been a huge financial help for co-workers who require a high number of office visits or prescriptions for issues such as diabetes, high blood pressure, mental health, or children's health. The program reimburses for all copay costs over the yearly cap:

You earn:	<i>(For Individual coverage or individual within a Family)</i>		<i>(For Family —requires Family coverage)</i>	
	Office visits	Rx drugs	Office visits	Rx drugs
< \$70,000/year:	\$135 (9 visits)	\$500	\$330 (22 visits)	\$1,000
\$70k to \$95k/year:	\$270	\$1,000	\$660	\$2,000

Typically, your healthcare provider or insurance carrier can provide you with a list of all copays for the year, which can be used as proof of payment for the reimbursement application. The deadline for applications for 2011 payments is March 31, 2012. For details and the form:

http://harvie.harvard.edu/Compensation_Benefits/Health_Benefits/Copay_reimbursement.html

Discounts and Free Resources for HUCTW Members

AFSCME Advantage: Services and discounts for union members including credit & debt counseling, legal services, shopping & travel discounts, and more: www.afscme.org/members/71.cfm

AFSCME Scholarships: Available to union members & their children: www.afscme.org/members/852.cfm

Harvard Employee Assistance Program: Extensive online as well as telephone hotline information tools and services for childcare search, legal & financial issues, health & personal problems, grief & loss, workplace problems, addiction, and more: <https://harvardeap.personaladvantage.com>

Harvard Office of Work/Life: Support and resources for self and family care, wellness, stress management, LBGTQIA concerns, domestic violence, and more: www.harvie.harvard.edu/Work_Life_Balance/

Harvard WATCH Portal: An online connection for members of the Harvard community to offer and procure babysitting and childcare services: <https://www.watch.harvard.edu/>

Harvard Outings & Innings: Great ideas for holiday gifts and family outings. Discounts on tickets to museums, movies, sports, performing arts, seasonal events, etc. A long list of "Odds & Ends" discounts from computers & mobile phones to flowers & tax prep: www.harvie.harvard.edu/perks/

Harvard Commuter Choice: MBTA pass discounts, ride sharing, NuRide rewards for green commutes, RelayRides, ZimRide, ZipCar discounted membership, etc.: <http://www.commuterchoice.harvard.edu/>

Sustainability at Harvard: Reuse lists at Harvard for used furniture, books, clothing, office supplies, etc. including the weekly Harvard Recycling and Surplus Center and annual Habitat for Humanity Stuff Sale, among other resources for offering or obtaining items: <http://green.harvard.edu/reuse>

Quad Bikes: On campus bicycle & accessory sales, repairs, and classes: <http://www.quadbikes.org/>

Online Learning modules: Low cost yearly licenses for online classes to build and maintain software, technical, and management skills: <http://ohrdb.harvard.edu/cwdcourses/webbased.php>

Next Step Living: Free guidance to help Massachusetts residents (owners and renters) save on utility expenses and take advantage of subsidies & discount programs: <http://nextsteplivinginc.com/>

November 2011

Harvard Union
of
Clerical &
Technical
Workers



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Harvard Union of Clerical and
Technical Workers ~ AFSCME

Announcements

Dates & Deadlines

November 23, 2011 Nominations Deadline for Annual HUCTW Elections
December 13, 2011 Annual HUCTW Elections of local & regional reps;
look for the Notice of Nomination and Notice of Election in your mail
January 15, 2012 HUCTW Transportation Fund
for expenses incurred 7/1/2011 – 12/31/2011
www.huctw.org/transportation
January 25, 2012 HUCTW Education Fund
for courses taken in Fall 2012
www.huctw.org/fund_ed
early August 2012 HUCTW Academic Enrichment Fellowship
for expenses incurred 9/1/2011 – 8/30/2012
www.huctw.org/fund_teen
2012 HUCTW Childcare Fellowship deadline has passed;
late applications for late awards will be accepted through 3/1/2012
www.huctw.org/fund_childcare

HUCTW Membership Meeting

The second semiannual HUCTW membership meeting of 2011 will take place on Wednesday, November 16, 5:30 – 7:00 p.m. at Harvard Medical School's TMEC Building, Room 447, 260 Longwood Ave, Boston. The meeting will include reports on our various programs and ongoing work.

HUCTW Education Fund

TAP and the HUCTW Education Fund are complementary programs designed to help with tuition for a range of different types of courses. For courses not covered by TAP, the Ed Fund covers 50% of the cost of tuition for one course per semester for qualifying courses up to \$2,000 per semester, as described on our web site. For detailed Ed Fund guidelines, deadlines, and the application form, see: http://www.huctw.org/fund_ed

HUCTW Trainings Available to All Union Members

HUCTW workshops are a great opportunity for union members to learn more about how our philosophy and processes are relevant to individual and collective concerns. One hour workshops include: Reclassification Process, Everyday Negotiation, and TAP & Education Fund. For more info and to be added to the list for notification when a workshop is scheduled or to discuss holding a local workshop for your school or department on these or other topics, send an e-mail indicating your interest to: huctw.training@huctw.org

Housing Assistance Small Loan Programs

Zero-interest loans are available from the Harvard University Employee Credit Union (HUECU) for certain types of housing situations, including rental transitions, homeowner moving, and emergency hardship. For details, see the HUCTW web site: www.huctw.org/housing

HUCTW Organizers

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HUCTW Officers

President: Tasha Williams
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Treasurer: Pam Mullaney
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