

March 16, 2006

To: All Local Presidents - SBC Bargaining Units

From: Kristie Darling, CWA Representative

Subject: Benefit Commencement Date

Please see the attached for updated information regarding the Benefit Commencement Date.

**KD:mc
opeiu2/afl-cio**

**cc: Seth Rosen, VP
Sal LaCause, AVP
D-4 Staff
SBR
Billy Floyd, RMC**

(ATTACHMENT)

Subject: Benefit Commencement Date [BCD] – Ameritech Pension Plan

Local Presidents were notified over a year ago of a dispute we were having with SBC regarding Benefit Commencement Dates for 1992 [end of year] retirees.

Under our Pension Plan the BCD is the last day worked [not the first day retired].

SBC incorrectly coded a group of retirees as having a BCD of 1/1/93. The only retiree group that was affected were those that had a last day worked of 12/31/92. Some of you may recall that at that time, we had SIPP offers, along with numerous members who left in a hurry because the new RMAP language was being implemented 1/1/93.

This BCD issue became a dispute when our 2004 Retiree Agreement said employees who retired on or after 1/1/93 would have higher co-pays than that of those who retired prior.

The good news is that we were able to prevail; get the BCD reset to its appropriate date effective October 2005 and [co-pay] refunds are being issued as we speak to 320 retirees equaling approximately \$10,000.

I want to Thank all the State Benefit Reps for working hard to find these retirees, but Local 4319 President Ron Honse should be credited for not only finding the problem, but continuing to honcho all of us to conclusion.

**Cc: Seth Rosen, VP
Sal LaCause, AVP
D-4 Staff**