

Communications



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LOCAL 4250/5050

Workers of America

(AFFILIATED WITH AFL - CIO)

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January 5, 2011

To: Legacy T Local Presidents
Subject: Healthcare Reimbursement Accounts (HRAs)

Greetings and Happy New Year to you all!

Our office has received questions regarding how HRAs will be funded and whether the funds will be available to employees leaving the payroll as a result of this last VTP/Surplus declaration. I hope the following information will be helpful and that you will pass it along to your members.

As the off-roll date is in January 2011, all employees will receive the 2011 HRA deposit before leaving the payroll. SSP monies were deposited shortly before the end of last year and accounts were established for employees enrolled in HMOs. As long as an employee remains in the AT&T medical plan, including COBRA, out of pocket expenses can be submitted for reimbursement. Once coverage is discontinued, no new expenses can be submitted. However, those expenses incurred while still in the medical plan can be submitted through the end of the first quarter (March 31st) of 2012. Medical expenses incurred in 2010 can be submitted through the end of the first quarter (March 31st) of 2011. If any HRA funds remain in employees' accounts after all eligible claims have been submitted and costs reimbursed, those funds will revert back to the Company.

Should you or your members have any questions, please don't hesitate to let me know. I can be reached by phone at (202) 434-1291, or via email at mflagge@cwa-union.org.

In Unity,

Martha Flagge

CWA Representative, T&T