

## TWU Insurance Benefits

The TWU has offered its members life and disability insurance for over twenty years now and has recently (within the last few years) made some changes with the companies and sponsored policies it offers its members. Life insurance was offered through TransAmerica Insurance is now offered through United States Life Insurance Company. Long Term Disability Insurance was offered through CIGNA is now offered through The Hartford Insurance Group. And, Short Term Disability was offered through TransAmerica is now offered through The Standard Insurance Company. If you have any of these policies it will show as a payroll deduction as "LTD-TWU", and/or "TWU Life/STD/US Life" on your pay stub.

If you have the TransAmerica Short Term Disability you recently received a letter that offers an "Opt Out Form". Again, if you do nothing, you will be automatically rolled into the new Standard short term disability plan. If you would like to keep your current plan offered by TransAmerica then by signing this form and mailing it in means that you elect to keep the current TransAmerica Short Term Disability policy with no changes.

If you have American Airlines MetLife Short Term Disability, you need to Opt out of the TWU "The Standard" Short Term Disability, because you can not collect benefits from both insurance plans. There will be another open enrollment for The Standard, TWU Short Term Disability in October 2011 for all members who currently have American Airlines MetLife Short Term Disability. During AA's October Benefits Open Enrollment you can opt out of American Airlines MetLife Short Term Disability if you have had it for at least two years. Then you can enroll in the The Standard Short Term Disability Plan with minimal paperwork and no medical exam.

How this affects our members depends on each

individual's own unique situation, needs and choices. For the most part, if you do nothing, you will be automatically rolled over into the new plans. This is a good thing. It keeps your current coverage in tact and improves the policy or services for TWU members who doesn't have any other coverage at some of the best comparable rates. Another plus, is an open enrollment period for which members who can't get any other coverage or have lost coverage with AA's MetLife Short Term Disability. TWU members can join with minimum paper work and no medical exam required.

There are some TWU members who currently have the American Airlines MetLife Short Term Disability policy and the TWU TransAmerica Short Term Disability policy. TransAmerica is an individual policy and will pay after you have been off work for 30 days unpaid. Some members have 6-month, 12-month, 18-month or 24-month policies. You can keep this coverage if you Opt Out of the Standard.

If you have questions about any of these policies you can call 1-866-386-6060.

### Dependant Medical Coverage

On January 6, 2011, American Airlines informed the TWU that over 200 letters will be sent to employees who enrolled dependents in the medical plans during open enrollment but have not substantiated eligibility. The number of dependents who have not been substantiated is slightly larger this year than in the past. The letter states that the coverage for their dependents is being canceled as a result of the failure to substantiate. There is an appeal process for those who believe their dependents have been removed in error.



## **2011 Flexible Spending Account Changes and 2010 Grace Period**

There are two changes to Flexible Spending Accounts (FSAs) beginning January 1, 2011, that TWU Members need to be aware of:

**The FSA debit card was deactivated on December 31, 2010.** Whether you select the manual reimbursement option or the auto reimbursement option (when available), you may file claims via mail, fax or use the **Express Claims** service on PayFlex's website.

**As of January 1, 2011, most over-the-counter (OTC) medication purchased without a prescription will no longer be an eligible expense.** The health care reform legislation passed earlier this year has changed what expenses are eligible for reimbursement. Over-the-Counter (OTC) medicine such as acid controller, allergy, and cold medicines are not a Flexible Spending Account reimbursable item without a prescription beginning January 1, 2011.

If you have funds remaining in your account from the prior plan year, those funds will be used to reimburse you for eligible expenses incurred through March 15 during the Grace Period or until the funds are depleted, whichever occurs first. If you incur an expense during the Grace Period and that expense depletes your prior plan year's FSA, but has still not been paid in full, any remaining balance will be applied towards your current plan year's FSA. You will need to submit your claims via mail, fax, or through the online Express Claims service (which includes paper and fax claim options) before June 15, 2011.

If you have other expenses that you were planning to claim from your prior plan year's FSA and prefer that a claim incurred during the current year be reimbursed from your current year's FSA, contact PayFlex and ask that they adjust the claim back to your current year's FSA account.

The deadline to submit claims for your prior plan year's expenses is June 15. After this date, you can no longer receive reimbursement on your claims for the previous plan year and will lose any remaining balance. For more information on FSA refer to Jetnet benefits section and click on PayFlex.

## **Stores Mediation Update 1/4/11 -1/5/11**

The Stores Negotiations Committee met in Hurst, Texas on January 4<sup>th</sup> and 5<sup>th</sup> at the TWU-ATD office. The purpose of the meetings was to prepare for the next session in mediation. The next session, in which we will be meeting with the Company and the Mediator, is set to take place next week, January 10<sup>th</sup> through 14<sup>th</sup>.

At the request of Federal Mediator, Jack Kane, the Stores Committee is prepared to pass Article 12 (Promotions and Transfers). We are in hopes of reaching a Tentative Agreement on this Article, so that we may make headway on passing some of our Economic Articles. We hope that our members had a great Holiday Season and wish all of you a Happy New Year. We also want to thank you for your patience and your continued support.