



NATIONAL IAM
BENEFIT TRUST FUND
Better Benefits • Better Life

NEWS FROM THE NATIONAL IAM BENEFIT TRUST FUND

THE SOLID CHOICE

Benefit Trust Fund's Low Plan Rates Help Dayton Superior Offer Substantial Wage Hikes

Providing medical coverage for union members at Local Lodge 293 in Parsons, Kansas has traditionally been a challenge for Dayton Superior Corporation. Although Local Lodge 293 has a 117-year history with the IAM, Parsons is a small area with one large insurance provider, so there isn't much room for competition. However, Tony Bennett, Business Representative in Oklahoma, saw this as an opportunity. Along with Directing Business Representative Jerry McCune, Tony approached Amy Luther, National Human Resources Manager for Dayton Superior, and discussed the possibility of Dayton negotiating in the Benefit Trust Fund's medical, dental and vision plans.

"Amy's concern was that the cost of coverage would be too high," Tony says. "But we decided to try." It turned out that negotiations went much better than anyone expected. This was due not just to the Benefit Trust Fund plans' comprehensive design but also because the rates were lower than anticipated. **In fact, the rates were so competitive that Dayton Superior was able to generate enough savings to increase pension plan contributions and raise wages.**

"Dayton Superior saved so much money by going to the Benefit Trust Fund," Tony explains, "they were able to offer significant percentage wage increases they couldn't otherwise have afforded. In a four-year contract, they were able to offer a 30-cent increase the first year, 3% the second year, 4% the third year, and 5% the fourth year. Those are substantial raise increases!"

Amy Luther agrees, calling the negotiations a "win-win" for everyone. "I really enjoyed working with Tony and Jerry," she says. "They're great advocates for the employees but also have a strong interest in helping the company meet our established objectives. The Benefit Trust Fund was able to develop a strong provider network and match the benefits that the employees had been enjoying. And the rates were competitive, so we were able to generate savings." She adds, "Any time you switch health plans, it's a complicated transition," but she is confident that the Benefit Trust Fund and Dayton will work together so that "members don't see the seams."

Steve Sleigh: Leading the Funds Into the Future

Steve Sleigh joined the IAM National Pension Fund and National IAM Benefit Trust Fund as Fund Director effective

April 4, 2011. As a former journeyman printing press erector (Local 126 in Chicago), and later, IAM Director of Strategic Resources, Steve has unique insight into both Funds. Read about his vision for the Funds in this month's issue of the IAM National Pension Fund's publication, *Your Future, Your Choice*.

Coming Soon: Revamped Benefit Trust Fund Website

This summer, the Benefit Trust Fund will launch an updated website. Along with a fresh look and easy-to-use navigation, the new website will continue to offer descriptions of the benefit plans we offer, information about negotiating them into a collective bargaining agreement, and more! Visit us at www.iambtf.org.



Our Medical Plans: Priced Way Lower Than You May Think

It's Time to Take Another Look at What We Have to Offer

The Benefit Trust Fund's Medical Plans have always provided substantial value for contributing employers and plan participants. But did you know that our rates are just as affordable as our competitors'? In fact, according to the Kaiser Family Foundation Survey of Employer Health Plans, the Benefit Trust Fund's Medical Plans rank high against our competitors in terms of benefits and pricing, *and* we also get strong marks in customer satisfaction from our participants.

Why Our Rates are Competitive Now and In the Future

The following factors have helped contribute to stable rates:

- As part of the Benefit Trust Fund's goal to provide comprehensive coverage at affordable rates, we regularly re-evaluate our plans to ensure we're providing the best available benefits for the lowest rates possible.
- We encourage participants to take advantage of wellness and preventive care benefits, which can help hold down cost increases.
- We stay current on National Health Care Reform legislation, so we can better understand and manage the potential effects of implementation on the cost of our plans. When changes are necessary, we update medical plan provisions in a timely manner.

Best Bang for Your Buck

Our Medical Plans are Preferred Provider Organization (PPO) plans. A PPO offers participants the freedom to visit any provider they want, while offering discounts and reduced out-of-pocket expenses for using in-network doctors. This flexibility makes it a valuable option for employees and employers. Furthermore, our Medical Plans are truly comprehensive. In addition to preventive care, all plans cover medical treatment and testing, hospitalization and surgery, prescription drug coverage and mental health and substance abuse treatment.

If you haven't considered the Benefit Trust Fund Medical Plans in a while, now is the time to take another look—for value, comprehensive coverage, **and cost**. Employer rates vary based on several factors. We encourage you to contact the Fund Office today!

Anywhere, Anytime Access to *The Solid Choice*

Did you know that this publication is available on our website? To read and/or download an online version of *The Solid Choice*, go to www.iambtf.org.

The BTF Dental and Vision Plans Can Help Protect Employers' Bottom Line

A Low-Cost Investment Reaps Long-Term Rewards

Poor oral health and failing vision are not just serious health issues for employees. Over time, they can also negatively affect employers' profits. Consider these statistics*:

- Dental illness accounts for **164 million work hours** lost each year.
- **164,000 American workers** can't work for an entire year due to dental problems.
- Workers with moderate visual impairment are **25% less productive** than those with 20/20 vision.

These numbers can be significantly reduced with proper dental hygiene and regular eye exams. By negotiating in the Benefit Trust Fund's Dental and Vision Plans, employers can help ensure that their employees receive comprehensive dental and vision care at very affordable rates. Our plans cover routine examinations and preventive care, and can be negotiated in as stand-alone benefits. For Dental and Vision Plan rates, visit our website at www.iambtf.org.

*Sources: Voluntary Benefits Magazine, July 2010 and Magazine of the Johns Hopkins Bloomberg School of Public Health, Fall 2009

Photo page 1:
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The Solid Choice is an educational publication of the National IAM Benefit Trust Fund. All questions and letters should be sent to the address below, Attn: Editor, *The Solid Choice*.