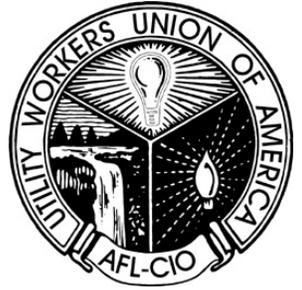


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March 2013

As you are aware, we are in contract negotiations with National Grid. The contract will expire on May 11, 2013 at midnight. You should know that the Local will do everything in its power to avoid a work stoppage. However, in the event that a Collective Bargaining Agreement cannot be reached, we want to give you some pertinent information regarding your health care benefits.

In 1986 Congress passed the Health Benefit Provisions called the Consolidated Omnibus Budget Reconciliation Act (COBRA). In the event of a strike, members have the option of continuing their present group health insurance.

- Under COBRA you have 60 days to elect COBRA coverage.
- The period is measured from the date of the loss of coverage.
- COBRA coverage is retroactive if elected and paid for by a qualified beneficiary. (You are a qualified beneficiary.)
- COBRA must be elected within a 60-day period; then a member has 45 days to make payment.
- The cost of COBRA is 102% of the present total cost; including what the company usually pays.

Theoretically, you could elect coverage on the 58th day and then make payment on the 102nd day.

If we are forced to strike, and it does not exceed 60 days, you will not have to pay for health insurance provided you did not sign up for the benefit. If the strike goes beyond 60 days, we recommend you sign up before the 60th day. If you or a dependent has an ongoing medical problem, you should elect coverage when it is best for your individual need. You will have to determine if the out of pocket medical cost during this time frame would exceed monthly COBRA cost.

Other Preparations to Make

1. If you are running low and need a new prescription written see your doctor now, then have it filled for as many days or months as possible.
2. Make appointments for the dentist and eye doctor to have a checkup and to have any needed repairs corrected now.
3. Do not schedule any elective surgeries from now until this contract is settled.
4. Do not purchase any large ticket items like boats and cars until the contract is settled.

In solidarity,

Bargaining Committee