

REASONS WHY YOU NEED TO JOIN THE WAYNE COUNTY RETIREES ASSOCIATION

Warren Evans on March 1st will implement the changes to retiree's medical insurance; these changes will only apply to those retirees who retired from Wayne County and not the Airport; after 2007 under the terms of their then existing collective bargaining agreement, (the mirror plan), which calls for retirees to receive the same medical benefits and prescription benefits as active employees. It is my understanding that the March 1, 2016 retirement checks will provide for the following changes:

1. The family medical insurance and prescription benefits coverage will not kick in until after the retiree, his spouse and members of the family (if any) have paid \$2600.00, (out of pocket) for medical expenses and prescription expenses; this means that you are not entitled to medical insurance and prescription insurance until you have paid the \$2600.00 deductible. If you have a one person policy your out of pocket amount is \$1300.00
2. Effective March 1st your retirement checks will be reduced because active employees now must pay 25% of the cost of medical insurance (HDHP); therefore, hypothetically, if you were paying \$90.00 per month for medical insurance your premium will now go up to approximately \$120.00 per month;
3. Present employees of Wayne County now receive an annual cash bonus of \$1300.00 to offset the cost of the new \$2600.00 medical insurance deductible; this \$1300.00 can be placed in a tax free health savings account (HAS) to offset the hardship of having to pay this extremely high deductible.
4. Retirees who retired after 2007, under the above "mirror" medical insurance plan, will not be receiving this \$1300.00 annual bonus to help defray the \$2600.00 deductible!
5. The Wayne County Commission and its staff are not subject to these drastic changes; therefore, the Wayne County Commissioners and its staff will continue to enjoy outstanding medical and prescription insurance; while active employees and retirees have to make substantial payments towards their medical insurance. Retirees covered by the "Mirror" "HDHP" plan will now have to pay around \$4,400.00 per year for medical insurance and prescription coverage.
6. Those individuals who retired as County Commissioners and as employees of the County Commission, will not have to endure these Draconian changes to their medical insurance. We now have two classes of retirees; the haves (county commission and it' staff) and the have not's (retirees).
7. In order to fight Evans, as to his March 1, 2016 implementation of these drastic changes, a group of Wayne County Retirees, have formed the Wayne

County Retirees Association; a web site has developed in order that all retirees can receive the information contained in this letter. The website URL address will be sent out within the next 48 hours.

8. It is the purpose of the Wayne County Retirees Association, to file a lawsuit representing retirees who join the "Wayne County Retirees Association" to make application to join, can be done by going to the website, filing out the application form and emailing it back to the officers of the association. The articles of incorporation and the bylaws of the association will be posted on the "Wayne County Retirees Association" website.

In order to finance this litigation each person who joins the "Wayne County Retirees Association" will pay annual dues, by mailing a check to the association. The annual dues are \$100.00, payable in increments of \$25.00 every 90 days. If the Association has a surplus i.e. more money than is needed to continue the lawsuit, the quarterly dues payments will be suspended.

It is the "Wayne County Retirees Association" intent to file a lawsuit in Federal Court, during the first week in February, requesting damages and injunctive relief. The progress of the lawsuit can be followed on the website and there will be periodic updates posted as the litigation progresses.

The lawsuit will be brought on behalf of the Association and its Members. In order to be included in this litigation, retirees are encouraged to become a member, participate and to support the association, with their payment of the dues as set forth above and by participating in letter writing, sending email and attending rallies when requested and scheduled.

It is our intent to have a telephone conference call with all members on February 2nd or 3rd with those individuals who sign up for membership in the "Wayne County Retirees Association".

To make application to join and be part of this conference call and lawsuit, you must go to the website and complete the short profile and email verification process. You must also be a member in good standing, which means we must have received your first quarter dues check. (Checks should be sent to "Wayne County Retirees Association" Box 36939, Grosse Pointe Farms, MI 48236.

These are desperate times which call for Wayne County Retirees to stand up and join in this fight against Evans and the Greedy County Commissioners.

Eugene Wright: President; Wayne County Retirees Association
Anthony Cece: Vice President; Wayne County Retirees Association
Douglas Wadlin: Secretary; Wayne County Retirees Association
Kathy Kanable: Treasurer; Wayne County Retirees Association
Hugh Macdonald; Chairman of the Board