

OSA's EXCELLENT BENEFITS

Don't fall for our opponents' hollow promises. They dismiss our excellent benefits while making financially questionable claims that they can add the sort of prescription drug benefit that has strained the Welfare Funds of other City unions to the breaking point.

Prior to the 2017-21 contract, DC37 publicly stated it was spending 75% of its Welfare Fund income on its drug benefit.

The rest of their benefits were funded out of the remaining 25%. OSA's benefits closely match the Management Benefits Fund, which most members participated in before joining the union.



Watch OSA Chair Bob Croghan's videos on our website at www.croghanslate4osafuture.com, especially his responses to our opposition's video and his videos on "free drugs" and "legal panel."

BENEFITS:

- **AUDIOLOGY:** \$1,500/ear for hearing aids and audiometric examinations during a 24 month period.
- **CATASTROPHIC BENEFIT & DRUG COVERAGE:** 90% of all customary and reasonable out-of-pocket costs (including prescription drug costs for actives and non-Medicare retirees) per covered person up to \$2,500 and 100% thereafter. \$500 deductible, \$2,000 for those without a drug rider.
- **INSURANCE DEATH BENEFIT:** \$50,000 to the beneficiary of active employees; \$5,000 to the beneficiary of retirees.
- **DENTAL BENEFIT:** Up to \$4,000/covered person/year. Over 1,900 participating dental offices. No co-payment for panel dentists. Also, a \$4,000 lifetime orthodontic benefit per covered person.
- **LONG TERM DISABILITY:** \$1,000/month. Maximum coverage: 60 months or until the age of 65. (If disabled after age 65, 24 months; if disabled after 69, 12 months.) Eligibility after six (6) months of illness, whether or not leave is exhausted.
- **LONGEVITY INCREMENT:** Contractually negotiated longevity increments occur at 10, 15 and 20 years of City service in pay status.
- **OPTICAL BENEFIT:** One (1) pair of glasses/contact lenses per member/dependent per year free at about 2,509 participating sites; OR up to \$150 reimbursed at a non-participating optician. No cost for more than 220 plan frames. Transition and progressive lenses, etc. available at no extra cost.
- **SURVIVOR BENEFIT:** 36 months - includes dental, vision, and basic COBRA medical premiums (GHI, HIP, AETNA, etc.)
- **DIGITAL CHIEF:** We provide members with a free subscription to the digital version of THE CHIEF, the weekly civil service newspaper, on request.
- **LEGAL SERVICES PLAN:** \$19.95/month. Voluntary MetLaw legal services plan to assist with non-employment related legal matters, including family law, real estate, elder law, and estate planning.

SERVICES:

- **GRIEVANCE REPRESENTATION:** Full representation in disciplinary proceedings, contractual grievances and other employment legal matters.
- **HEALTH & SAFETY:** Inspections of new and re-opened facilities, along with response to complaints of specific problems to ensure environmentally safe and healthy work locations for members.
- **OSA WEBSITE:** The latest news and union-related events and issues affecting members.
- **WEEKLY HOTLINE:** Phone message updated weekly with union-related news.
- **PENSION COUNSELING:** Annual seminars for members on the ins and outs of the pension tiers. We also offer individual pension counseling upon request.
- **TRAINING:** Courses and preparation for Civil Service examinations in titles represented by our union; seminars on civil service, math, statistics, public speaking and other topics of relevance to our titles.
- **CIVIL SERVICE LIST MONITORING:** We monitor the list movement of the Civil Service titles that we represent, attending promotional and open competitive hiring pools and providing counseling to candidates.
- **RETIREES CLUB (OSARC):** Monthly meetings are held with guest speakers on a variety of topics of interest to civil service retirees, as well as day trips to local events and places of interest.
- **LIFE STATION MEDICAL ALERT SYSTEM:** Reduced rates on advanced medical alert system service.