

HEALTH AND WELFARE BENEFITS

WHEREAS, the International Brotherhood of Teamsters has fought for, and presently sustains, some of the most generous health and welfare benefits in the United States through collective bargaining; and

WHEREAS, Teamster-affiliated health and welfare funds make up one of the largest purchasers and providers of health care benefits in the United States; and

WHEREAS, Teamster employers are constantly pushing for health and welfare benefit reductions and for shifting the cost of those benefits onto our members; and

WHEREAS, Teamster employers may attempt to drop health care coverage for our members completely because the employer shared responsibility penalty established in 2010 by the Affordable Care Act (ACA) has never been enforced by any administration and they may attempt to shift their responsibility to provide such coverage for our members on to the ACA health care exchanges; and

WHEREAS, the cost of health care benefits, including prescription drugs (particularly specialty pharmacy and new emerging lifesaving and gene therapies), retiree medical care and the cost of treating COVID-19, continues to increase faster than the general inflation rate, even with the passage of the ACA; and

WHEREAS, over the past 25 years, the International Brotherhood of Teamsters has attempted to help to defray the cost of health care and related benefits by offering various voluntary and group purchasing plans such as TeamsteRx, TeamVision, the Teamster Medical Stop Loss program, the Teamster retiree medical program and the International Brotherhood of Teamsters Medicare Part D prescription drug plan; and

WHEREAS, although the ACA has had some success in reducing health care costs and increasing the availability of health care coverage in the long term, certain ACA requirements are likely to increase the costs of providing health care in the short term for many Teamster-affiliated health and welfare funds.

NOW, THEREFORE, BE IT RESOLVED at this 30th International Convention that the International Brotherhood of Teamsters strongly encourages the officers and staff of the International Brotherhood of Teamsters to continue to communicate to Teamster-affiliated health and welfare funds and Teamster bargainers about relevant legislative, regulatory and lobbying efforts aimed at preserving and protecting collectively-bargained Teamster health and welfare plans, including enhancements made to Teamster group purchasing programs, upcoming Trustee education programs and, in particular, the continuance and enhancement of the IBT Medicare Part D program and the IBT Medical Stop Loss program, which will reduce costs to Teamster-affiliated health and welfare funds by spreading the risk of large catastrophic medical claims and new high cost prescription drugs among a large number of Teamster-affiliated health and welfare funds; and

FINALLY, BE IT RESOLVED that the International Brotherhood of Teamsters strongly encourages all Teamster-affiliated health and welfare funds and Teamster bargainers to support

these collective efforts, to share information and to work together to develop cost-saving strategies such as purchasing coalitions, retiree health and drug initiatives, benefit bargaining strategies and new innovative benefit programs to preserve our strong tradition of providing meaningful health and welfare benefits to our members and their families.