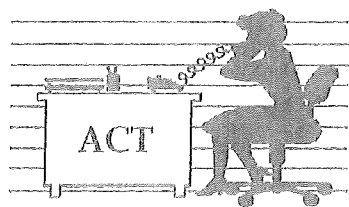


THE

The Newspaper of Local 1776
The Association of Catholic Teachers

SPIRIT '76 OF

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From The President's Desk

A CHRISTMAS WISH

As we prepare for this most wonderful time of the year, each of us has special Christmas wishes we would like to see come true. For the Association of Catholic Teachers, there are a few wishes that we have, especially for our teachers and for the Labor-Management relationship with both the System and the Faith in the Future Foundation.

At present, we have labor peace on earth. However, there are still a few unfulfilled wishes.

WISH #1

The 2011-2014 Labor-Management Agreement has been ratified. Yes, we have a contract in force. However, it remains unsigned, unprinted and unable to be delivered to our members. There is no question that you have every right to a copy of the contract for which you spent two weeks walking a picket line. The agreement was ready to be signed once the Article XX Salary Scale glitch was resolved. Unfortunately, a strange thing happened on the way to the signing. A language problem arose dealing with the contract's most important article, the Grievance Procedure. Three days before the signing, ACT received an email from the Office of Catholic Education informing us that "it is not possible to have the contract signing." At issue is the System's position that a particular clause in the grievance article denies some teachers their right to have their problems adjudicated through the grievance procedure.

(Continued on page 2)

FROM THE PRESIDENT . . .

A meeting has been scheduled between the Association and the System with the attorneys for both parties in attendance. Hopefully, the Association and the System can come to agreement. If not, the Association will have no recourse but to pursue a resolution in the courts by filing a breach of contract suit against the Secondary School System. This is positively not what the Association wants to do, but we do not have a choice where the rights of our members are concerned, especially their right to grieve.

WISH #2

In August of 2012, all of us embarked on a new management initiative when the Archbishop signed an agreement with the Faith in the Future Foundation establishing an independently managed school system. As we visit the schools, teachers continue to ask us what is happening, what does this all mean for them as teachers as well as for their Union and the Contract?

The Association had contacted the Foundation immediately after the August agreement was signed and asked for information on how this new operational model will work. We also requested a copy of the agreement. Hearing nothing at the end of two months, the Association sent a second letter. To date, the Association has not received any response from the Chairman of the Foundation.

In October, the Foundation brought on a new CEO. In his letter to the teachers, he spoke of having briefly met me and of "engaging in deeper conversation about how we can work together." He added that "a strong working relationship between the Foundation and the Association is critical." In the ensuing two months, during which the Association wrote to him, there has been no contact.

That brings us to

WISH #3

It the Association's wish that with the New Year will come a resolution of the Contract problem. The second part of Wish #3 is the need for contact by the Foundation so that we can both move toward the creation of the strong working relationship that both the Association and the Faith in the Future Foundation see as "critical."

Respect for the Labor-Management Agreement and the 45-year labor-management relationship must be mutual; it cannot be one-sided. Perhaps this is the one wish that must permeate the upcoming Christmas season.



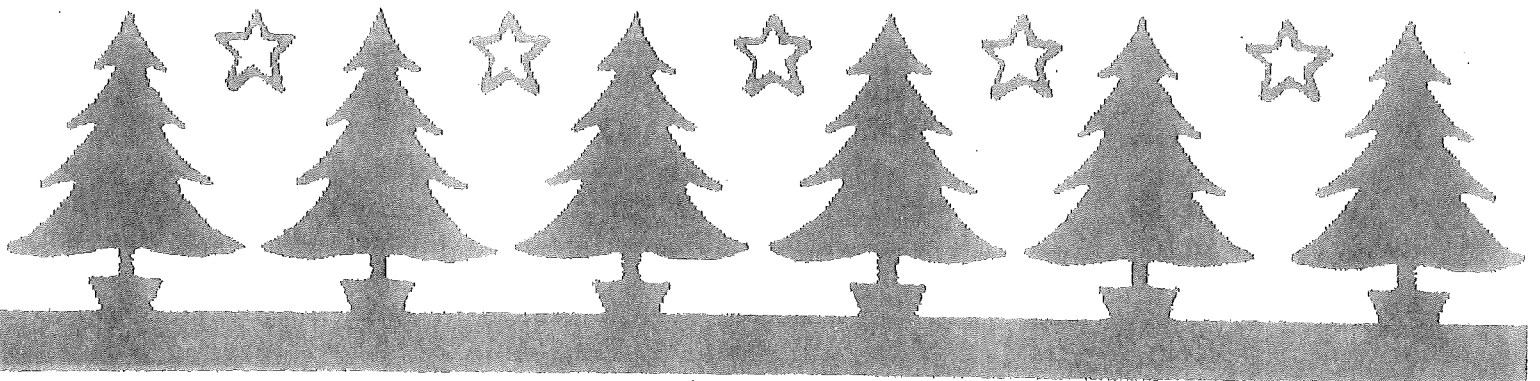
SHINGLES VACCINE (ZOSTAVAX)

Teachers age 60 or older are eligible for a shingles vaccine. The correct process to receive the shingles vaccine (Zostavax) is to have the doctor order the vaccine from the Direct Ship program. The prescription will be filled and mailed to the physician's office, then administered to the patient. The phone number for Direct Ship is 215-761-9165.

If you have any questions concerning this procedure or if you recently had the vaccine administered through a pharmacy and need reimbursement, please contact Ginny at the ACT Office and she will help you get reimbursed.

Blue Cross discourages members from getting the vaccine at the pharmacy. Again, the proper procedure is to have the doctor order the prescription through Direct Ship. By doing this, you will have no out-of-pocket expense for the vaccine which costs between \$200 and \$250.

IMPORTANT NOTICE: While dependent children are eligible to be covered under their parents medical insurance until age 26, this does not apply to dental or vision coverage.



MONTHLY GROUP MEDICAL RATES FOR RETIREES AGE 65+
(Effective January 1, 2013)

PERSONAL CHOICE 65:

Single Coverage: \$658.20

KEYSTONE 65 HMO:

Single Coverage: \$592.40

Retired teachers who are enrolled in any of the above plans are automatically enrolled in Medicare Part D. You DO NOT need to enroll in an individual Medicare Part D plan, if you are enrolled in one of the above medical plans with the Archdiocese. In fact, if you do, you will lose your Archdiocese medical and prescription drug coverage because the Archdiocese plans are now considered Medicare Part D plans, and you may not be enrolled in two Medicare Part D plans at the same time.

FOR TAX PURPOSES and/or FSA REIMBURSEMENT

DENTAL BENEFITS: If you are retired and/or on an Extended Leave of Absence beyond three semesters and paid for your dental benefits, the amount paid in 2012 is as follows: Individual Coverage = \$258.36, 2-Person or Family Coverage = \$658.32.

VISION BENEFITS: If you participated in the Voluntary Vision Program in 2012, the amount you paid for this benefit is as follows: Individual Coverage = \$79.32
2-Person Coverage = \$158.88 and Family Coverage = \$238.32.

FSA REMINDER

If you were a participant in the 2012 FSA Program, please remember that all monies in your account should be exhausted by December 31, 2012. Any funds that remain in your account after December 31, 2012 will be lost. However, this does not mean that all your eligible expenses have to be submitted by December 31, 2012. You have 90 days after the close of the calendar year in which to submit eligible expenses for 2012. All eligible expenses for 2012 must be submitted by March 30, 2013.

IMPORTANT INFORMATION CONCERNING YOUR UNITED CONCORDIA DENTAL PLAN

This is a reminder that teachers and their family members who are covered under the dental plan have access to the Concordia Advantage dental network, which offers discounts for all services — covered or not.

This means you can:

- 1 - Receive non-covered services at a discount
- 2 - Save on services that exceed your \$1,000 annual maximum

If your dentist has signed on to the above agreement and you are in need of dental work that is not covered under our dental plan, it is recommended that you get the treatment plan in writing on letterhead. The treatment plan should include procedure codes for each service and the amount being charged. Once you have the treatment plan in writing, you can contact UCCI at 1-800-332-0366 and find out what their allowance is for each procedure code. This is the maximum that your dentist should charge you for that service if he has signed onto the extended agreement.

You can check to see if your dentist is participating in this agreement by logging on to the United Concordia website at www.ucci.com and clicking on the link "find a dentist". If your dentist has a black square next to his name, then he has agreed to charge his/her patients the United Concordia allowance.

If you have experienced any problems concerning this agreement, please send an email to the ACT Office outlining your problem. The email should contain your dentist's name and address, the date of service, the procedure codes billed, and the amount you were charged. We will forward this information to our dental representative at United Concordia.

Reminder: As of January 1, 2013, you and each of your family members have \$1,000 in dental benefits to use for the 2013 calendar year.

A BRIEF OUTLINE OF YOUR DENTAL BENEFITS

The dental plan provided by the Association of Catholic Teachers Health and Welfare Fund is a plan focused on preventive care. You are not required to contribute toward the cost of this benefit. It is completely separate from your medical health insurance. Therefore, you should have a separate dental card that says "United Concordia".

Your Maximum Benefit for the calendar year 2013 is \$1,000 per person. Therefore, you and each covered member of your family have \$1,000 to be used for covered services which include the following:

PREVENTIVE & DIAGNOSTIC CARE (Plan pays 100% of UCR Charges)

- Routine exam (2 in a twelve month period)
- X-rays (subject to certain limits)
- Cleanings (2 in a twelve month period)
- Fluoride application (children under 19)
- Space maintainers (children under 19)

MINOR RESTORATIONS (Plan pays 100% of UCR charges)

- Fillings (amalgam, silicate, acrylic, synthetic, porcelain, composite fillings restoration)
- Inpatient consultation

GENERAL SERVICES (Plan pays 100% of UCR Charges)

- Repair of dentures (full or partial)
- Emergency treatment
- Simple extractions
- Endodontics
- Anesthesia

PERIODONTICS - subject to certain limits (Plan pays 50% of UCR Charges)

- Diagnosis and treatment planning
- Non surgical therapy
- Surgical therapy
- Maintenance/preventive procedures

Please note that caps, crowns, braces, dentures, oral surgical services and any other services relating to the preparation or build-up for these services are not covered under the dental plan.

Seniority Lists Posted

Article V, Section 1a states "On or before October 31 of each school year, the Secondary School System shall supply to the Association and shall post in the individual schools a complete listing of all teachers in the Secondary School System including those on approved leaves of absence arranged according to system seniority and school seniority."

"Teachers shall have until December 15 to call attention in writing to errors or file grievances with the local school administration concerning their positions on the seniority roster."

Lancer's Local

**Issues or contractual items of interest to Holy Cross High School
(Delran, NJ)**

The language of the 2012-2016 Contract is being verified.

The Holy Cross faculty wishes everyone a very Merry Christmas
and a Happy New Year.

MOVIE TICKETS MAKE GREAT CHRISTMAS GIFTS

The ACT Office has available AMC Movie tickets for \$6.50 and Regal/United Artist tickets for \$6.50. If you will be ordering tickets for Christmas, please call ahead with your request then, follow-up with a check made payable to the Association of Catholic Teachers. Your movie tickets will be mailed promptly.

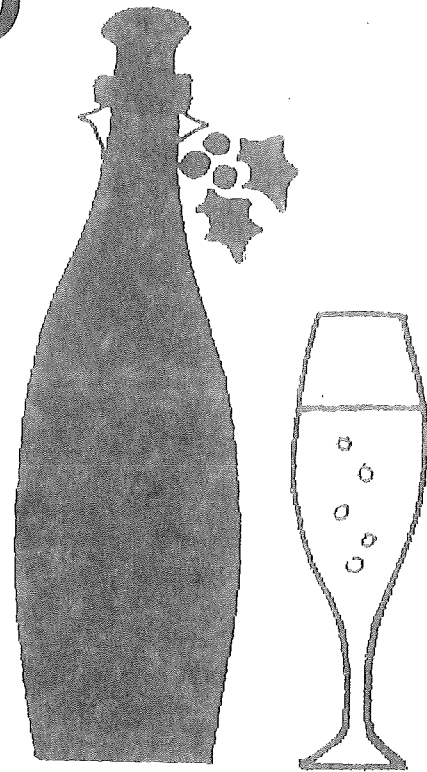
**PLEASE NOTE THAT AS OF DECEMBER 1, 2012,
AMC TICKETS ARE NOW \$6.50.**



Merry
Christmas

AND

Happy
New
Year



From
Rita, Irene, Ginny and Caitlin