



April 2018

As we enter the spring season, for those of us who have weathered the throes of winter, we are in great anticipation of some warmer weather and getting outside to brush off the effects of the hibernation we have experienced for the past several months. For those of you who wintered in the warmer climate, you might be looking forward to returning north. And for those who live full time in the warmer parts of the US, you are probably looking forward to the exodus of those snowbirds, so you can once again have some peace and quiet.

There is a lot to cover in this newsletter. We will update you on the most recent advocacy efforts that were made on your behalf when NCRO Board members visited Washington DC. We will cover the decision that FCA has made on the pension overpayment issue which we have been working on for those affected retirees and the steps we have taken to assist affected retirees with their appeals. We will cover the pension transfer to Athene Annuity and Life Company that FCA made for a large group of retirees and some other important topics that affect our members.

As always, the NCRO continues to work on your behalf to protect the pensions and benefits you earned over your years of work at Chrysler/FCA.

Pension Overpayment

The NCRO has been made aware by some NCRO members who have been affected by the pension overpayment issue that they have recently received letters from Benefit Connect following up on previous communication regarding the audit review of their overpayment issue. These letters alert them to the fact that the review has been completed and confirms that an overpayment was made. It explains the corrected amount of the pension which commenced on March 1, 2018. It includes the total overpayment and provides two payment options... a lump sum payment or a monthly repayment schedule. The repayment schedule paid through a monthly benefit reduction looks to recover the overpayment over a 24-month period.

This notification includes a way to get answers to questions by visiting the message center at <https://fcabenefits.ehr.com> or by calling the Benefit Connect Service Center at 1-888-409-3300.

The NCRO has worked diligently over the past 18 months to secure a better decision from FCA. We do not agree with their decision to continue to recover the overpayment from the retiree. We believe FCA or their third-party agent should make the recovery to the pension plan. We have asked FCA to make the recovery and not take it from the retiree. We also believe that the decision to recover from the retiree over 24 months, when many of the overpayments were made over a much longer period, is unreasonable and unnecessary. We have asked them to revisit that decision as well.

As we continue to push FCA to revisit these decisions, if you are affected by this decision, it is important for you to respond to their communication and appeal this issue to the FCA US LLC Employee Benefits Committee c/o Benefit Connect Determination Review Team. To assist affected retirees in making this appeal, we have developed a sample appeal letter that can be used to appeal this decision. If you are affected, we encourage you to send an appeal letter as soon as possible because there is a 60-day time frame for submitting appeals. Make sure you keep records of all the documents you have on this overpayment issue.

Please let us know if you submit an appeal and keep us informed on any progress made or final disposition.

If you have any questions you can reach us at nchryslerro@ncro.org or 248-633-2827.

Athene Annuity and Life Company

The NCRO was officially notified in a meeting with Fiat Chrysler (FCA) on February 6th that FCA has transferred a significant number of salaried retirees' and surviving spouses' pensions to Athene Annuity and Life Company. This was done through the purchase of a group annuity contract by FCA to pay on-going pension benefits from Athene. The affected retirees will no longer receive their pension payments from FCA.

Retirees affected include those with...

- A pension benefit commencement date prior to January 1, 2017 and
- A monthly pension payment less than \$1000 from the FCA US LLC Pension Plan (FCAPP), or less than \$500 from the FCA US LLC Consolidated Pension Plan(FCON)

This annuity action affected approximately 16,395 out of around 35,000 salaried retirees (or their beneficiaries).

This type of pension transfer and other similar transfers have been done for many years by companies such as GM, Verizon, Motorola, TRW, and Sears and have been deemed legal.

On February 8th, FCA mailed a letter to those affected retirees announcing the transfer of the pension via annuity to Athene, providing a detailed explanation of the transfer including an extensive list of Questions and Answers.

If you have received the notification as an affected retiree, the NCRO encourages you to read it thoroughly. If you have questions or concerns, the letter directs you to contact Benefit Connect at 1-888-409-3300.

If you did not receive a letter, you **SHOULD NOT** be affected. However, if you fall within the category described above, you should consider contacting Benefit Connect to verify whether the change applies to your pension.

The NCRO has initiated a thorough and complete review of the situation with several of our outside consultants to determine how this annuity action affects those individuals who are involved and to prepare for possible additional actions, if any should occur. As the situation and facts become clearer we will provide more communications via email, letter and on our website.

If you have questions or need additional information after you have contacted Benefit Connect, you can contact the NCRO by email at nchryslero@ncro.org or call at (248) 633-2827.

NRLN WASHINGTON DC FLY-IN – MARCH 12-13, 2018

On March 12-13, 2018 two NCRO members (Deb Morrisett and Ray Pasternak) participated in the NRLN winter fly-in to Washington DC to advocate for retiree/senior issues.

In 40 appointments with Representatives and Senators and/or staff members, leaders of the NRLN, retiree associations and chapters advocated the following issues:

- Protecting Retirees in Pension Plan Mergers
- Protecting Retirees in Corporate Mergers, Acquisition and Spin-Offs
- Protecting Retirees in Corporate Bankruptcy
- Need to Pass Bills to Reduce the Cost of Prescription Drugs
- Congressional report cards were provided.

NCRO members held meetings with:

- Sen. Gary Peters (D-MI)
- Celia Glassman – Legislative Correspondent – Sen. Marco Rubio (R-FL)
- Lorenzo Rubalcava and Jerry Ruskowski – Legislative Aides – Sen. Debbie Stabenow (D-MI)
- Daniel Foster – Legislative Counsel, Health Policy Advisor – Rep. Sander Levin (D-MI-09)
- Luke Newgaard – Legislative Assistant – Rep. Daniel Webster (R-FL-11)

At the Monday March 12th NRLN meeting, attendees were briefed on all of the above issues so they would be well prepared to advocate the NRLN's proposals. They also participated in the following:

Leadership Conference – Monday, March 12

- Bill Kadereit, President NRLN, led introductions and gave a presentation on "PREPARING FOR 2019 AND BEYOND". He discussed the challenges that we, as retirees, and future retirees face. He also discussed strategies to protect Medicare and Social Security for the next 75 years.

- Bill also stated that retirees need to be prepared for an assault on Social Security and Medicare privatization, fortify and expand our Grassroots efforts, expand our target market and use social media. The NRLN also needs to grow its membership.
- Alyson Parker, NRLN Executive Director, discussed the following “Happenings on the Hill”:
 - A commission has been formed to address multiemployer pension concerns. It consists of eight Republicans and eight Democrats led by Orrin Hatch and Sherrod Brown.
 - There is also a Retirement Savings Initiative being led by Orrin Hatch and Ron Wyden.
 - The recently passed budget bill closed the Donut Hole.
 - Some prescription drug issues are being addressed in the CREATES Act (HR2212 and S974).
- Diane Oakley – Executive Director, National Institute on Retirement Security – discussed “RETIREMENT SECURITY IN AMERICA: CRISIS AHEAD AND HELPING ALL TO BUILD RETIREMENT SAVINGS”.
- Michael Calabrese. NRLN legal consultant, discussed income security and potential National defined contribution plans.
- Michael Rae, PBGC Deputy Chief Policy Officer, and Anne Henderson, PBGC Senior Adviser, discussed the following:
 - There are currently about 40,000,000 defined benefit plan participants – 30,000,000 single employer and 10,000,000 multiemployer.
 - Working to make DB(Defined Benefit) plans a viable choice by reducing incentive to terminate plans through regulation, guidance and dialog.
 - PBGC financial picture
 - Single employer plans better funded than they were (as of 9/2017 \$117B in liabilities and \$106B in assets). Expect position to improve.
 - Multiemployer plans are not in good shape (\$67B liabilities and \$2B in assets). One third of the plans are in critical status (1-1.5M people in "doomed" plans). Rapid acceleration of liabilities.
 - Anne Henderson suggested that retirees go to PBGC.gov and look at the unclaimed pensions database. Defined benefits plans have been loaded for some time and defined contribution plans were just added in January. Searches can be conducted by name, company or city.
 - Annual insurance premiums, paid by plan sponsors, to the PBGC are \$7B/year and are invested in Treasury Securities. Defunct plan assets can be invested in other ways through outside money managers.
 - Michael Rae discussed the FCA move to annuities for over 16,000 folks.
 - Michael Rae stated that in the late 1990s a rule stated that when transferring from a DB plan to an annuity, there is a requirement to go to one of the safest insurance companies available. Cannot transfer to a weak insurance company.

Important NCRO Seminar For Those Turning 65

Coming soon, **Tuesday, May 8, 2018**, the Insurance Committee of the NCRO will present “Growing Into Medicare And Social Security” a seminar that primarily focuses on issues of importance to all retirees turning 65. While this seminar is designed for those about to enroll in Medicare, it will also provide valuable information for those already 65 and currently on Medicare. You need not be a member of NCRO in order to participate.

The seminar will be provided free of charge and include refreshments. It will be held at the Bloomfield Twp. Public Library located at 1099 Lone Pine Rd. (17 Mile) just East of Telegraph. Doors open at 12:30 PM. A webinar will be available to members who cannot attend in person.

The Agenda includes speakers on:

- Medicare + 101, what you need to know about Medicare
- Medicare Part D (Drugs)
- An Introduction to your Health Care Retirement Savings Account (HRA)
- Presentations by Four Insurance Consultants regarding their healthcare services
- Question and Answer Time
- One on One Time with Consultants

Email reminders will be sent in April with specific information on how to sign up for this seminar. A separate email will explain how to join the webinar audience. **Mark your calendars for May 8th at 12:30 PM.**

Reminder to check/update Your MetLife profile

Many FCA retirees have various insurance products with MetLife. i.e. auto, home, life insurance, etc. MetLife client databases are independent and not updated by any address or other information updates that you may make with NCRO and/or FCA. This is a reminder that it is your responsibility to contact and verify that the address and other information in MetLife's databases for your accounts is accurate and current. They can be contacted at 1-800-GET-MET8 (1-800-438-6388)

Health Care Retirement Account (HRA)

WageWorks changed the FCA/HRA reimbursement rules in January, 2017. As a result, we are reminding you that both current year and prior year's funds can be used to pay for prior year's and current year expenses. You can submit claims for all expenses not previously reimbursed back to the date that you or your spouse became eligible for your HRA account. If you have a large HRA balance, you should consider submitting any unreimbursed prior years claims against the total balance in your HRA account. If necessary, duplicate copies of required documentation and receipts can be obtained from providers. A method used by many retirees is to request a letter (one for each spouse) from your insurance company totaling the unreimbursed premiums you have paid over a selected period of time. This allows you to submit a single page along with the claim form to receive reimbursement. As a reminder, HRA credits can be used to pay for medical insurance premiums (including Medicare Parts B, and D, Medicare Advantage plans, Medigap policies, dental vision and hearing), coinsurance and copayments, prescription drugs, over-the-counter medications (with valid prescription), medical supplies, and Long-term care insurance premiums (up to IRS Publication 502 limits) A comprehensive listing of reimbursable medical expenses can be found on the WageWorks site (www.WageWorks.com) . To contact WageWorks call 877-924-3967.

NCRO Triannual Meeting - February 2018 - Estate Planning Important Info

On February 21, 2018, NCRO was pleased to have Diana Moak, a local attorney and estate planning expert, as our Triennial Breakfast Meeting speaker. Her topic was "Estate Planning Made Easy", a subject that we all know too little about and in which the rules are continually changing.

Ms Moak covered issues including What is an Estate Plan?, Powers of Attorney, both financial and medical, Nuptial Agreements, and Gifts. While these can be difficult conversations, having our future plans in order and clearly laid out is very important not only for us but for members of our immediate family.

You can find a copy of her presentation on the NCRO website (www.ncro.org). On the front page, please look under the right hand column labeled "Important Information". The link is titled "NCRO Estate Planning Made Easy".

A unique benefit that we have as Chrysler/FCA retirees is the ability to enroll annually in the Hyatt Legal Plans. For a low monthly fee of \$20.50 (\$246.00/year), we can have unlimited access to highly qualified lawyers, such as Ms. Moak, to provide us with an estate plan customized to our own unique requirements and desires. Signing up for this plan can save you hundreds if not thousands of dollars in legal fees. The Hyatt Legal plan also provides legal consultation on matters such as financial, real estate, elder law, and traffic and criminal.

The annual enrollment period for Hyatt Legal Plans (www.metlife.com/mybenefits) is between the end of October and the middle of November each year. A letter is sent out in the fall of each year announcing the exact dates and how to enroll. Through an arrangement with FCA, the cost of this plan can also easily be deducted from your monthly pension check.

2018 CY Membership Dues Reminder

Calendar Year 2018 Annual Dues (1-1-2018 thru 12-31-2018) invoices were be mailed in early November, 2017. The \$25 annual dues were to be paid by December 31, 2017. More than ever NCRO will have to watch and address, with our federal and state legislatures any reductions that could have a dramatic impact on the quality of life for our members as well as all retirees. It is also why we continue to work closely with the National Retiree Legislative Network (NRLN) to lobby for appropriate laws and regulatory actions that protect for the future, what we have earned in the past. This is why we need your continued support by maintaining your membership in NCRO.

If possible, please make your payments via PayPal on our website at <https://ncro.org/Programs/dues.php>

or

Please Make Checks Payable to **NCRO**, include your NCRO ID number in the check's memo space, and mail to:

National Chrysler Retirement Organization

P.O. Box 174
Washington Twp., MI 48094

Also, please consider a recommended voluntary contribution of \$75 or more to our Contingency Action Fund (CAF) payable by PayPal at <https://ncro.org/contingency-action-fund.htm> or **with a separate check payable to NCRO** and mail to above address. Please include the words "CAF Contribution" and your NCRO ID number in the check's memo space.

Also we ask that you enlist your retiree friends who are not NCRO members to join in our efforts by joining NCRO.

REMINDER TO CHECK/UPDATE YOUR INFORMATION FOR THE NCRO

Please go to the NCRO website (www.ncro.org) under the "NCRO Members" tab and check to see that your correct address and/or email address is on file. We often find that members have moved or changed their e-mail address, which creates a problem for them to receive the newsletter and any NCRO/NRLN pertinent information. Also if your address information is incorrect in the NCRO database it may also be incorrect in FCA's database. This will make it difficult for you to receive letters, benefit information and/or retirement checks. So not only update NCRO but FCA also with any changes in address and/or phone number. Make that update at <https://fcabenefits.ehr.com>. Click on My Profile and on View/Edit to see your current information and make any needed changes. If you are having a problem updating your information in the NCRO database please contact Pete Piccinato and he will help to get it done. Pete's email is: ppiccinato@comcast.net

Retiree Friendly Dealer Program

We have seven Detroit Metro dealers participating and will sell vehicles to retirees using the Retiree Friendly "no hassle" process. If you are in the market for a vehicle contact one of the Retiree Friendly Dealers listed below to schedule an appointment. Please make sure that you contact the person identified for that particular dealer listed since they understand the retiree friendly dealer program. Once your appointment is completed feel free to log onto the NCRO blog at <http://ncro.wordpress.com> to report your experience. We use your blog comments to monitor the dealer's follow through on their commitments. Also please remember the Chrysler Employee and Retiree Advantage Program. You have an allotment of 6 Employee Purchase (EP) (95% of invoice for the retiree and eligible family members only) and 6 Friends Program (PP) (99 % of invoice for friends and colleagues) control numbers available for use. You can get those numbers at <https://www.ea.chrysler.com/EmpAdv/>

Also remember to use the Retiree Friendly Dealers for your service maintenance. If you do go to one of the Retiree Friendly Dealers for maintenance please let them know that you are a member of NCRO. This will let the dealers know that NCRO members are supporting them since these dealers are supporting NCRO.

The following dealers participate in this program,

Bloomfield Hills:

[Golling Chrysler Dodge Jeep](#)

Your Golling RFD Contact: Matthew Godfrey at 248.409.2310

Lake Orion:

[Milosch's Palace Chrysler Dodge Jeep & RAM](#)

Your Milosch Lake Orion Contact: Steven Hamzey at 248-724-7349

Lapeer:

[Jim Riehl's Friendly Chrysler Dodge Jeep Ram](#)

Your Jim Riehl Lapeer RFD Contact: Bill Hilliard 810.245.5952

Novi:

[Suburban Chrysler Dodge Jeep](#)

Your Suburban RFD Contact: Diane Marshall at 248.427.7729

Rochester Hills:

[Rochester Hills Chrysler Jeep Dodge](#)

Your Rochester Hills RFD Contacts: Lincoln Phillip at 248.659.3278 or Jerry Dawe at 248.659.3223

Warren:

[Jim Riehl's Friendly Chrysler Jeep](#)

Your Jim Riehl Warren RFD Contact: Brandon Fikes 586.983.4325