



January 2021

I'm never sure exactly when we should stop saying Happy New Year, but since this is the first newsletter of 2021, I believe it is OK to say...“Happy New Year”!!!. We hope this finds all of you well. We know that all of us are more than ready **to** get back to what we feel normal is and hopefully as the vaccines roll-out we can quickly make 2021 a “normal” year. We have decided to forego our Triannual meeting that would have been scheduled for February given the continuing restrictions currently in place. We are scheduling the May and October meetings with the hope that by then we will be able to meet in-person again. We will let you know if these meetings will be able to be held as we get closer to those dates.

I'm sure all of you have heard that the proposed merger between FCA and Groupe PSA was executed on January 16<sup>th</sup>. Hopefully, you saw our email on the subject explaining what the NCRO had been doing behind the scenes to help to ensure that our pensions and benefits would be transferred to the new company no matter what that new company's structure would be. Immediately below is a copy of that communication so if you hadn't seen it before you will know what was done and what position our pensions are in.

Subsequent to the merger and our communication to our members, we had a meeting with Stellantis HR personnel in Detroit on January 22<sup>nd</sup>. In that meeting we asked for clarification on the new corporate structure and if our other benefits would continue. We were told that basically everything was transferred to the new corporation and things virtually remain the same for salaried retirees. However, most of these additional benefits over and above our pensions, things like HRA and lease car program, are not mandatory and can be eliminated by the company. We will continue to monitor actions by the company regarding our pensions and benefits and will work to ensure that they continue for us.



## **Update on NCRO Activities Regarding the FCA/PSA Merger**

Happy New Year! We hope this letter finds all of you well. As we begin the year of 2021, we hope we can put 2020 behind us and begin to return to our normal life.

It has been a couple of months since we have provided an update on NCRO activities regarding the merger between Fiat Chrysler Automobiles (FCA) and Groupe PSA, from which the new international Stellantis company will be formed. As has been reported recently in the media, all prerequisites in the merger process have been fulfilled and shareholders of both companies have voted overwhelmingly to move forward with the merger. The merger was completed on January 16, 2021.

The NCRO has continued our efforts monitoring the actions of both parties through our outside counsel and other organizations. We have secured and reviewed a merger analysis from an outside organization to learn more about how the various legacy pension plans factor into the Stellantis structure. Additionally, our outside counsel did a complete review of the merger prospectus to obtain similar direction. And we also have had several conversations

with the Pension Benefits Guaranty Corporation (PBGC) in Washington to discuss the merger and learn what they know about it.

Following these actions, in early January we wrote to Michael Manley, the current CEO of FCA and future head of Stellantis in the Americas, concerning the merger and the concerns that we have about our pensions as a result of the merger. In that communication we asked him for his commitment to ensure that salaried pensions and benefits are continued at least at the current level and are included in the Stellantis plans. We heard back almost immediately from FCA, with this response:

*“In relation to your specific concern on the NBU Pensions it should be noted that due to this corporate transaction being a merger, the rights and obligations of FCA US LLC regarding the NBU Pensions will continue under Stellantis. Therefore, it is very much ‘business as usual’ from a NBU Pensions standpoint.*

*Furthermore, after the merger, NBU Pension Participants will continue to have the same protections under ERISA and from the PBGC as they currently do and the company plans to continue to fund its pension plans in accordance with ERISA and IRS requirements.”*

We believe that this news is encouraging.

We have a meeting scheduled this month with FCA Human Resources representatives where we will have an opportunity to follow up on pension issues, continue our dialogue with FCA and discuss the new corporate structure and other related issues of interest to salaried retirees.

We will continue to monitor the merger as it progresses, and we will update you when we know more.

Sincerely,

Jay Kuhnie  
President  
National Chrysler Retirement Organization

## **Are You Signed Up for the Automatic Reimbursement of Your Medicare Part B Premium?**

If you are, the majority of your HRA account will be automatically disbursed to you every year. See below for the details;

Medicare increased the Part B premium deducted from most Social Security reimbursements from \$144.20 in 2020 to \$148.50 for 2021.

This write-up is to remind retirees, eligible for the Healthcare Retiree Account (HRA) deposits received from FCA, that the Medicare Part B premium is eligible for an automatic reimbursement via a deposit to their checking or savings account. Most retirees have already chosen this automatic reimbursement. WageWorks has increased the reimbursement amount for 2021 to match this year's premium of \$148.50 for most retirees age 65+. To continue your enrollment in auto pay, no action on your part is necessary. As a reminder, if funds in your HRA are exhausted, approved amounts will remain pending and be paid on a date incurred basis the following or a future January when the account is replenished.

If you are not enrolled in auto pay for your Part B premium, you can call WageWorks at 877-924-3967 or log into WageWorks at <https://participant.wageworks.com/home.aspx?ReturnUrl=%2F>. Once logged in click on the HRA box, then on Program Options and turn on Auto Pay.

These instructions are also available on the NCRO website under the Healthcare/Medicare..... tab and then under the HRA/RHCA tab, choose "Guide and Helpful Hints "and go to pages 20 & 21 to view the screenshots that provide the instructions. You can also use the following link and go to pages 20 & 21.

<https://ncro.org/pdf/Guide%20and%20Hints%20for%20using%20the%20WW%20site%20Final%2012-28-20%20RFB.pdf>

The auto reimbursement of Part B premiums provides a hassle-free method to access reimbursement of HRA funds. Do the math, \$148.50 X 12 months equals \$1782 of the annual \$1975 leaving only \$193 for other claims. For the spouse, the \$1782 is greater than the \$1750 being provided. Therefore, as a couple, the net amount available for other claims is \$161. This auto feature greatly simplifies claim filing with WageWorks.

Note that some higher income retirees are paying a surcharge for Medicare Part B above the \$148.50. This surcharge is not eligible for auto reimbursement but is eligible for reimbursement by filing a separate claim with WageWorks using the HRA and or the RHCA accounts. If you are receiving the \$148.50 monthly automatically, then ONLY submit a claim for the amount that your actual Medicare Part B Premium exceeds the \$148.50.

## **Schedule of Upcoming Seminars 2021**

The NCRO Insurance Committee will offer their first webinar titled” **Financial Vulnerability and Cognitive Decline” on Tuesday, February 23, 2021 from 11:00 a.m. to 12:15 p.m.** to discuss helping seniors protect their finances as they decline in mental ability.

The webinar will cover understanding the insidious nature of dementia onset, recognizing the risk of wealth loss during periods of cognitive decline, and defining financial mismanagement and financial exploitation.

The presenter is Dr. Peter Lichtenberg, the Executive Director of Wayne State University Institute of Gerontology. Dr. Lichtenberg has worked as a clinical gerontologist and been a national leader in gerontology for 34 years. In 2020, he was elected president of the Gerontological Society of America.

Please click on the link below to register:

<https://attendee.gotowebinar.com/register/8057437124731468813>

The NCRO Insurance Committee is also planning to offer 2 other webinars on aging topics later in 2021.

In September, a webinar or seminar will again be offered on Growing into Medicare and Social Security. The agenda will include presentations on: Social Security and Medicare Action Timeline, Understanding Medicare Advantage Plans vs. Medigap Plans, Medicare Part D, Health Care Consultants Available for your Decision Making, and Understanding Your HRA and RHCA Accounts.

## **Reminder from the NCRO Insurance Committee:**

The Insurance Committee (IC) was established to help members with their unresolved issues with WageWorks (HRA and RHCA claims and reimbursements) and with Benefit Connect (other Insurance-related issues). This is a reminder that when you email the IC ([InsCom@NCRO.org](mailto:InsCom@NCRO.org)) or phone its message-taking number (248-633-2827), we ask that everyone must provide the background and details of when and with whom you spoke at WW or BC, as well as the details of what cannot be resolved with them. The IC has been provided with contacts in the HR and the Benefits area of FCA/ Stellantis who are usually able to help us and allow us to help you.

## **2020 CY Membership Dues Reminder**

Reminder: Calendar Year 2021 Annual Dues (1-1-2021 thru 12-31-2021) invoices were mailed the first week of November 2020. The \$25 annual dues were to be paid by December 31, 2020. A second dues invoice will be mailed the first week of February 2021 for those who have not paid their 2021 Calendar Year Annual Dues. If you have already paid your 2021 Calendar Year Dues and receive a second dues invoice, please neglect it. The mailing list that is provided to FedEx for mailing out the second dues invoice could have been submitted to FedEx before you made your dues payment. NCRO does apologize if this causes anyone concern.

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 and what we have earned in the past. For these reasons 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.

**We also 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**

Reason for asking you to do this is to ensure that as a member NCRO can provide you with the latest communications - newsletters, benefits, company ownership, etc.

### **Regarding membership Information in NCRO Database:**

1. There is no linkage between FCA and NCRO databases. If you update FCA with any changes, home address/email address/phone numbers, it does not get to NCRO. You need to update both FCA and NCRO of any changes separately.
2. If you no longer have an email address the only means for NCRO to provide you with any written communications is through your mailing address. If it is not correct in the NCRO database, you will not receive any communications from NCRO. Please keep your address in the database current.
3. Many of you may be snowbirds who travel to a warmer climate for the winter months. We cannot keep two mailing addresses for you in our database. Please provide NCRO with one main mailing address to send NCRO communications.
4. All 2021 Calendar Year payment addresses were reviewed and compared to what is in the NCRO database. Several addresses had to be corrected in the NCRO database. If you are using the NCRO

website to make a payment for, breakfast meeting/dues, please take the time to review your information in the database and correct if required.

5. If you are living with a caregiver, please use the caregiver's address in the database.

Please go to the NCRO website ( [www.ncro.org](http://www.ncro.org)) under the "NCRO Members" tab and check to see that your correct address and/or email address is on file. It also maybe incorrect in FCA's database. 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. You can contact Pete through the NCRO office and leave a message for him, phone number is 248-633-2827 or send Pete an email, Pete's email is: [ppiccinato@comcast.net](mailto:ppiccinato@comcast.net).

## **Retiree Friendly Dealer Program**

We now have six 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 dealer listed since they understand the retiree friendly dealer program. Also, please remember the Chrysler Employee and Retiree Advantage Program. Control numbers are available for your use. Those Control numbers are available 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 Ram](#)

Your Golling Bloomfield Hills RFD Contact: Joe Ellsasser at 248.420.2332

### **Lake Orion:**

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

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

### **Rochester Hills:**

[Rochester Hills Chrysler Jeep Dodge](#)

Your Rochester Hills RFD Contacts: Lincoln Phillip at 248.659.3278 or Brandon Stiltner (Sales Manager) at 248.659.3223

### **Warren:**

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

Your Jim Riehl Warren RFD Contact: Brian Ackerman 586.983.4325, email: [Backerman@friendlyautogroup.com](mailto:Backerman@friendlyautogroup.com)

### **Chelsea:**

Golling Chrysler Dodge Jeep Ram Of Chelsea RFD Contact Person: Darren Verbouw, email: [darren.verbouw@golling.com](mailto:darren.verbouw@golling.com)

### **Roseville**

Golling Chrysler Dodge Jeep Ram of Roseville. Your Golling Roseville RFD Contacts: Nicolas King (Marketing Manager) 248.760.2608 email: [nicolas.king@gmail.com](mailto:nicolas.king@gmail.com) or Paul Russo 586-859-2624 email: [paul.russo@golling.com](mailto:paul.russo@golling.com)