



March 2020

As we begin the spring season this month, those of us who have fought off the doldrums of winter can be hopeful that warmer weather will be upon us soon. And for those who make their temporary homes in warmer climes are anticipating the return northward, we hope this newsletter finds you in good health and excellent spirit.

There is a much up in the air for Chrysler/FCA retirees so there is a lot of good information for you in this March newsletter. The merger between FCA and PSA has been for the most part quiet and out of the news. We met with FCA in February and later on you will read about the results of that meeting. Several of the NCRO Board went to Washington DC to advocate several keys issues related to seniors and retirees and you will read about those excellent meetings. In addition, there are several articles that will help you with understanding and accessing your Health Retirement Account funds.

Please take the time to read the entire newsletter. The information included is very important for all of our members.

FCA Meeting

Four NCRO Board Members/Leaders (Jay Kuhnle, Deb Morrisett, Dana Oliver and Rich Brown) met with three members of the FCA's HR Department (Brad Thompson, Cassandra Saunders and Charles Azu).

The purpose of the meeting was to discuss several issues that are of interest to retirees and members of the NCRO.

Those issues are as follows...

- Pension Funding
- Pension Transfer with Merger
- Possible Additional Annuity Payments
- Increase HRA
- Communication to Retirees
- Employee Benefit Committee Make-up and Mailing Address

Prior to the meeting we found out that Alise Nagle, who was the Head of FCA US HR had resigned and had not been replaced at the time of our meeting, so we met with Director level members of HR. As you would expect, while we had candid conversations about the aforementioned issues, much of what we were interested in discussing and finding out pertinent information about, either wasn't known by those with whom we met or is not within their purview to know or to reveal to us at this time.

For your info., here is what we said and learned about each issue...

Pension Funding--- We stated that since the formation of FCA from out of bankruptcy, our pension plans have continued to be under-funded and we felt that it was time for FCA to fund them to a minimum of 100%.

Pension Transfer with Merger--- We expressed the need for the salaried pensions to be transferred in total to the new company when it was formed at the time of the merger. We reviewed the situation we experienced with coming out of bankruptcy and the fact that without the involvement of the NCRO salaried pensions would not have been transferred to the new company and would have been shipped off to the PBGC. We told them we were poised to ensure that this did happen and that as we went to Washington DC later in February we would enlist the support of our Congressional representatives to assist in ensuring that would be the case.

Annuity Payments --- We asked whether there would be any additional annuity payments prior to the merger or leading up to the merger. As you would expect they were not able to discuss this.

HRA --- We asked that with the continuing increases we are experiencing in the cost of health care and prescription drugs, that they seriously consider increasing the HRA subsidy.

Communications to Retirees --- We expressed to them that we felt FCA treated retirees as they were no longer part of the company. We told them that the vast majority of retirees continue to feel a part of FCA/Chrysler and we felt FCA should communicate more with retirees. The example we used was that FCA communicated about the merger directly

to current employees, the media and to key suppliers. We told them they missed a very large and important part of the company... the retirees. We stated that retirees are directly tied to FCA through the pension, health care, HRA and available life insurance. So, retirees should be communicated with directly from FCA because our livelihood relies on the company and its continuing success. They said they would communicate this to those responsible for this type of communication.

Employee Benefits Committee --- We wanted the contact information to the Employee Benefits Committee so we could communicate directly with the committee. The EB committee is referred to in all the benefit and pension plan *documents* as the final authority for all issues any participant may have under the plans. Our outside counsel has told us that to ensure we are kept aware of the proceedings with the merger and its possible affects on our pensions, we need to communicate directly with the committee. They would not tell us who was on the EB committee, but they did say if we sent the communication to them, they would make sure it would get to the EB committee. We will develop the appropriate communication and get it to them so they can forward it to the EB committee.

We will continue to push these issues on behalf of all retirees and NCRO members.

NRLN WASHINGTON D.C. FLY-IN – February 24-25, 2020

Four NCRO Board Members/Leaders attended the February 24th-25th NRLN Annual Leadership Conference. The general focus of the lobbying efforts in Washington, DC during the NRLN Annual Leadership Conference were opposing Medicare privatization, legislation to reduce the cost of prescription drugs and protecting retirees' pensions. Two specific issues that were the focus of the NCRO participants were pension overpayment legislation and alerting our representatives to the merger of FCA and PSA and asking them to assist us if necessary to ensure that all pensions, including salaried pension, be transferred to the new company.

On day one, in the morning session, the NRLN Board of Directors met in an open to all attendees meeting to discuss current NRLN issues and to plan for the remainder of 2020. In the afternoon session attendees were provided briefings on the lobbying issues and a guest speaker from the Kaiser Foundation who has considerable expertise on Medicare, Medicare Advantage and Prescription Drugs presented to the group.

Alyson Parker, NRLN Executive Director, reported that two pension protection issues advocated by the NRLN and the NCRO could be included in a bill that is expected to be introduced this year.

Ed Beltram, NRLN Vice President - Communications, briefed the attendees on talking points on three issues:

Reduce Prescription Drug Prices - Congress should remove the prohibition on Medicare negotiating drug prices and replace it with a competitive bidding model used by businesses. Legislation is needed to end pay-for-delay and other brand name drug makers' tactics that obstruct generic drugs from coming to market. Americans should be allowed to import safe and less expensive drugs from Canada. We lobbied for bills that would achieve these objectives.

Pension De-risking - Many employers are converting their pension plans to third-party insurance company annuities. The steady decline in traditional defined-benefit pension plans through "de-risking" will continue, according to the findings of a recent survey by MetLife. When "de-risking" occurs with the purchase of an insurance annuity pension plan participants lose the protection of PBGC and ERISA. NRLN's proposals for legislation would protect pension plan participants.

Mergers, Acquisition and Spin-offs - The NRLN urged Congress to introduce and pass legislation to provide specific protections for pension plan participants when there are corporate mergers, acquisitions and spin-offs.

Guest Speaker - Tricia Neuman, Senior Vice President of the Kaiser Family Foundation (KFF) and Director of the Foundation's Program on Medicare Policy was the guest speaker. She explained the role of private plans in Medicare. Today 34% of the Medicare population is enrolled in a Medicare Advantage plan. Projections are for participation in Medicare Advantage plans will reach 50% by 2029.

She also discussed Prescription Drug Costs. Total retail prescription drug spending in the U.S. in 2005 was \$205 billion, \$234 billion in 2017 (latest data available) and is projected to reach \$605 billion in 2026.

On day two, we convened on Capitol Hill to meet with our legislative representatives to advocate the issues that are important to retirees. The NCRO group met with representatives from Michigan, Ohio and Florida. Meetings were held with the staffs of Senators Peters, Stabenow, Rubio and Scott. Meetings were also held with the staffs of Reps. Stevens and Webster. Key discussions centered around pension issues that affect us.... specifically protecting pensions in mergers and acquisitions, pension de-risking and pension overpayments.

Jay Kuhnle along with Bill Kadereit, President NRLN and Alyson Parker, NRLN Executive Director met with legislative representatives for key Senate Finance Committee members to discuss the legislative language that has been developed to dramatically change ERISA law and institute significant protections for pensioners who might face a pension overpayment issue. Much progress is being made and all critical entities seem to be on board. We are hopeful that the new language will be included in a bill later this year.

Insurance Committee Update

Guide to successfully filing claims with WageWorks coming shortly

Later this month the Insurance Committee of the NCRO will send out an updated guide on how to successfully file claims with WageWorks for reimbursement from your Healthcare Retirement Account (HRA) from FCA. It also applies to getting reimbursements from your Retiree Health Care Account (RHCA) at Merrill Lynch, for those who have a RHCA.

This communication will be emailed to those members in good standing whose email addresses are on file on the www.NCRO.org website. It will be postal mailed to those members in good standing for whom the NCRO does not have an email address.

This guide is a consolidation from several communications that we have received from WageWorks and FCA, along with the instructions on the claim form itself. It is intended to be a “one-stop” source on How to File a Claim with WageWorks. Prior versions have been sent early each calendar year since 2017. WageWorks became the administrator in mid-2016 and the claims filing requirements became much more stringent at that time.

There are no changes in the claims-filing process compared to 2019, so if you are one of the majority of FCA retirees having no problems getting your reimbursements, please continue doing what you are doing. Some retirees and those relatives or friends who assist them in filing claims do have difficulties and this should be especially helpful to them.

Please watch for an email or a mailing that will be separate from this Newsletter.

Important NCRO Aging Issues Seminar

The **May 4, 2020 NCRO AGING SEMINAR** is postponed until further notice.

2020 CY Membership Dues Reminder

Reminder: Calendar Year 2020 Annual Dues (1-1-2020 thru 12-31-2020) invoices were mailed to members the first week of November 2019. The \$25 annual dues were to be paid by December 31, 2019. A second dues invoice will be mailed the first week of March 2020 for those who have not paid their 2020 Calendar Year Annual Dues. If you have already paid your 2020 Calendar Year Dues and receive a second dues invoice please disregard 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 the 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 the FCA and NCRO databases. If an update or any changes with FCA, home address/email address/phone numbers, it does not get to NCRO. It is necessary that you update both FCA and NCRO of any changes separately.
2. If a person no longer has an email address the only means for NCRO to provide members with any written communications is through a USPS 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 members may be snowbirds who travel to a warmer climate for the winter months. the NCRO cannot keep two mailing addresses for you in our database. Please provide NCRO with one main mailing address to which to send NCRO communications.
4. All 2020 Calendar Year payment addresses were reviewed and compared to what is in the NCRO database. Several addresses had to be corrected in the database. When 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 necessary.
5. If an NCRO member is living with a caregiver, please use the caregiver's address in the database.

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. 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 the update for FCA at <https://fcabenefits.ehr.com>. Click on My Profile and on View/Edit to see the current information and make any needed changes. If 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 now have six Detroit Metro dealers participating and will sell vehicles to retirees using the Retiree Friendly "no hassle" process.

When in the market for a vehicle please 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](#)

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 Jerry Dawe 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

Chelsea:

Golling Chrysler Dodge Jeep Ram Of Chelsea RFD Contact Person: Darren Verbouw, email: 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 or
Kevin Frabis 586.859.2500 email: kevin.frabis@golling.com

Important Information Regarding Your Healthcare Retirement Account (HRA)

(Three separate pages for easier printing)

History....In 2007, Chrysler made a significant change to their Healthcare coverage for retirees that were age 65 and over. Instead of providing supplemental coverage for those on Medicare, they decided to provide funds via a Healthcare Retirement Account (HRA). Now as FCA, they continue to fund that account each year in January for the retiree and their spouse.

WageWorks is the HRA administrator. Upon becoming eligible, WageWorks sends out a Welcome Kit with instructions for submitting claims. Their contact info is listed at the end of this document.

Currently, assuming the retiree has full benefit credit (based on Age/Service Subsidy Percentage), the retiree receives up to \$1975 and the spouse receives up to \$1750. Some older retirees actually receive additional funding because a portion of their pension payment is now being folded into this account. If both spouses are retirees from Chrysler/FCA, then each spouse would receive an HRA amount based on each retiree's Age/Service Subsidy Percentage.

Beginning in the year after the retiree passes, the spouse's funding changes to the higher "retiree" amount.

Any unused funds accumulate year to year.

When both the retiree and the spouse are deceased, the beneficiary (ies) must submit claims within 12 months for healthcare expenses incurred by the retiree or spouse against any balance remaining in the HRA account. No claims will be accepted beyond 12-months after the death.

See "**Spousal Transfer and Survivor Benefits for RHCA and HRA**" section below.

Do You Have A Large HRA Balance?

The purpose of this section of the document is to provide suggestions for receiving payments relatively easily whether your balance is large or small. It is not intended to be a complete tutorial in regard to claims submissions. To view your account balance, to see a list of eligible expenses, and to file claims, access the WageWorks website at <https://participant.wageworks.com>. If you have additional questions or need more help call WageWorks at 877-924-3967.

1. If you have not filed for Advantage Plan, Medigap Plan, Part D Drug Plan, or Long Term Care premiums for prior years or even the current year, call your insurance company and request a letter that indicates your name, the period covered, (for example 1/01/20xx to 12/31/20xx), and the total amount you have paid for your premiums. This single letter(s) which includes proof of payment, along with a claim form will enable you to file for reimbursement for prior years or even the current year to date. **This is the best way to get reimbursed for large sums in your HRA account.** This also applies to Retirement Healthcare Account (RHCA) reimbursement, if you have one.
2. Instead of filing periodically for individual prescription drug copays, you can file for them in a lump sum. This is done by calling the insurer or going to your Part D or Advantage plan's website and requesting a list of your prescription drug payments. Provide the period for which you are requesting the information. The listing must indicate who the prescription was for (you, your spouse, or eligible dependent child(ren)), the name of the insurer, the name of the drug, the date the prescription was filled, and the amount you paid.

It can be difficult, unless you are somewhat PC proficient, to get a simplified printout. Do not download it to a file because it may not display the insurer's logo and therefore may not be accepted as a legitimate listing. You may find it easier to call the insurer and request the info which they should be able to print and send you.

3. Verify that you and your spouse, if applicable, are signed up to receive the **automatic Medicare Part B premium reimbursement** that is available to you. Effective January 1, 2020 the amount was increased from the 2019 amount of \$109 to \$144.60. That amounts to \$1,735.20 per year or \$3,470.40 per couple. Not signed up? Call WageWorks (877-924-3967) and ask to sign up for Medicare Part B premium auto-reimbursement.

As an option, you can sign up online by accessing <https://participant.wageworks.com> and after logging in or registering for a log in:

- under the heading Current Programs, select *HRA-Healthcare Retirement Account*.
- then select *Program Options*,
- finally, under Auto Healthcare Plan Claims, select the “On” option.

4. The November Social Security notice that you receive each year indicates how much you will receive for Social Security in the upcoming year and how much is being deducted for premiums. Some retirees may be paying more than \$144.60 per month for their Part B premium in 2020 due to income related surcharges.

If you are incurring an income related surcharge, you can file for the **excess** over the \$144.60 amount by submitting a copy of this SS statement (request the 12-month amount on your claim form to WageWorks).

To clarify, if your Medicare Part B base premium of \$144.60 is being auto-reimbursed but your total premium is more than \$144.60, you may submit a claim to be reimbursed for the difference.

Example:

| | |
|------------------------------|--|
| Your Medicare Part B Premium | \$150.00 |
| Base Medicare Part B Premium | \$144.60 (Auto-Reimbursed) |
| Remainder | \$ 5.40 (submit a claim to be reimbursed the \$5.40 difference only) |

This is an example only. Your actual premium may be different. In this particular scenario, you are being auto-reimbursed the base of \$144.60, and should not submit a claim for \$150 as this will result in overpayment. You should submit a claim for the \$5.40 difference only.

You can also request reimbursement for any income surcharges related to Part D. If you are paying an insurance company for an Advantage Plan (Part C) or RX Plan Part D premium using your SS payment, that amount can also be submitted for reimbursement. Of course, you can always claim your Part C (Medicare Advantage) Medigap or Part D RX premium costs regardless of whether it is being deducted from your SS payment or you pay it separately.

Not to be more confusing, but If you are paying more than \$144.60 for Part B, you also have the option to file for the total amount of your Part B premium deduction by not signing up for Medicare Part B premium auto-reimbursement or (if already signed up) by cancelling the auto-reimbursement option for the \$144.60 amount and then filing for the total amount instead of the net amount. On the WageWorks claim form be sure to indicate the 12-month amount you are requesting and insert the dates of 1/01/xx to 12/31/xx. Each month, you will receive the monthly amount. If you submit after January, you will receive a retro amount as well.

It would help if you included a simple worksheet showing your calculations if you are filing for other than the \$144.60. You can request several prior years' as well if you have those November statements for documentation.

IMPORTANT: Submit separate claims for you and your spouse.

5. Remember, if you file an approved claim for an amount greater than is available in your HRA, reimbursement will be made up to the remaining balance. The difference will be put into a pending status and paid the following January when the account is replenished for the next plan year.
6. When completing the claim form, select from which account you want to be paid:
 - HRA Only
 - RHCA Only (*if you have one*)
 - HRA then RHCA (once HRA funds are exhausted)

Remember the RHCA funds need to be in your ***ML Institutional Money Market II fund investment*** choice in order to be available for reimbursement. Also, the automatic Medicare Part B premium does not apply to receiving funds from your RHCA - *only from HRA funds*.

Remember to file the information individually for you and your spouse (if applicable).

You may not submit claims for expenses incurred prior to your HRA effective date nor for any expenses previously reimbursed.

Spousal Transfer and Survivor Benefits for RHCA and HRA

*Upon your death, if you originally elected to transfer your **RHCA** to your spouse, he or she should notify Benefit Connect. Benefit Connect will then notify Merrill Lynch. At that time, claim submissions (including any remaining expenses for the deceased retiree) are to be submitted under the surviving spouse's name and Social Security number.*

Then, once the surviving spouse dies and there's a RHCA balance remaining, it will be paid in a lump sum to the beneficiary or to the estate of the surviving spouse. The payment may be taxable.

*In the event of the death of a retiree or spouse who holds an **HRA**, the surviving spouse will have access to the entire account balance to file claims against. In the event of the death of a participant with no surviving spouse, the estate will have 12 months from the date of the death to submit HRA health care claims for reimbursement. No further amounts will be paid out after 12 months (there is no beneficiary payout for HRA).*

This is a lot of information to absorb. Therefore, if you encounter problems using these suggestions, please contact the Insurance Committee at InsCom@NCRO.org or call the office at 248-633-2827.

Of course, WageWorks can also be contacted at 877-924-3967 or online at <https://participant.wageworks.com>.

NCRO Insurance Committee 3/2020