



GP Council,

As all of you know, GP has taken the approach that a volunteer wellness program with incentives has not been an effective tool in attracting its employees to participate in this very important program. Instead, they have decided to use a stick instead of a carrot to apply penalties, which would in turn increase the premiums. The Council and your leadership believe there are other means to get people to participate in programs of this kind without the cost of hardship.

Last month, a selected committee met with the Company in Atlanta to communicate their displeasure over the changes to the program and made a number of suggestions for them to consider. Last week, Leeann Foster, Assistant to the International President, and I, had a discussion with Tim Covington over the program and the number of suggestions the Committee had made. The Company said that they were evaluating our recommendations but were not ready to respond. I made a follow up call this week, but the Company has asked for a little more time to consider our requested changes.

I know that some feel we should aggressively challenge this issue and file grievances and possibly include a Charge with the NLRB, but we have to consider that none of these changes will happen anytime soon, so we have time to try and steer the Company in the right direction. We have no final decision at this time, so we are not blowing any time limits to file grievances and we have 6 months to file an NLRB charge, if necessary. I believe that, through dialogue, we can get the Company to make some positive changes that will result in the increase of participation in our members.

In the next few weeks I will re-engage the Company on this issue and send out a follow-up.

In solidarity,

Your Council Chair

Luis Mendoza

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