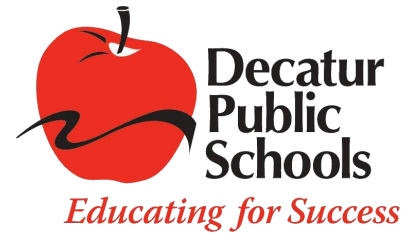


WHAT'S THE DEAL WITH DFTA INSURANCE?

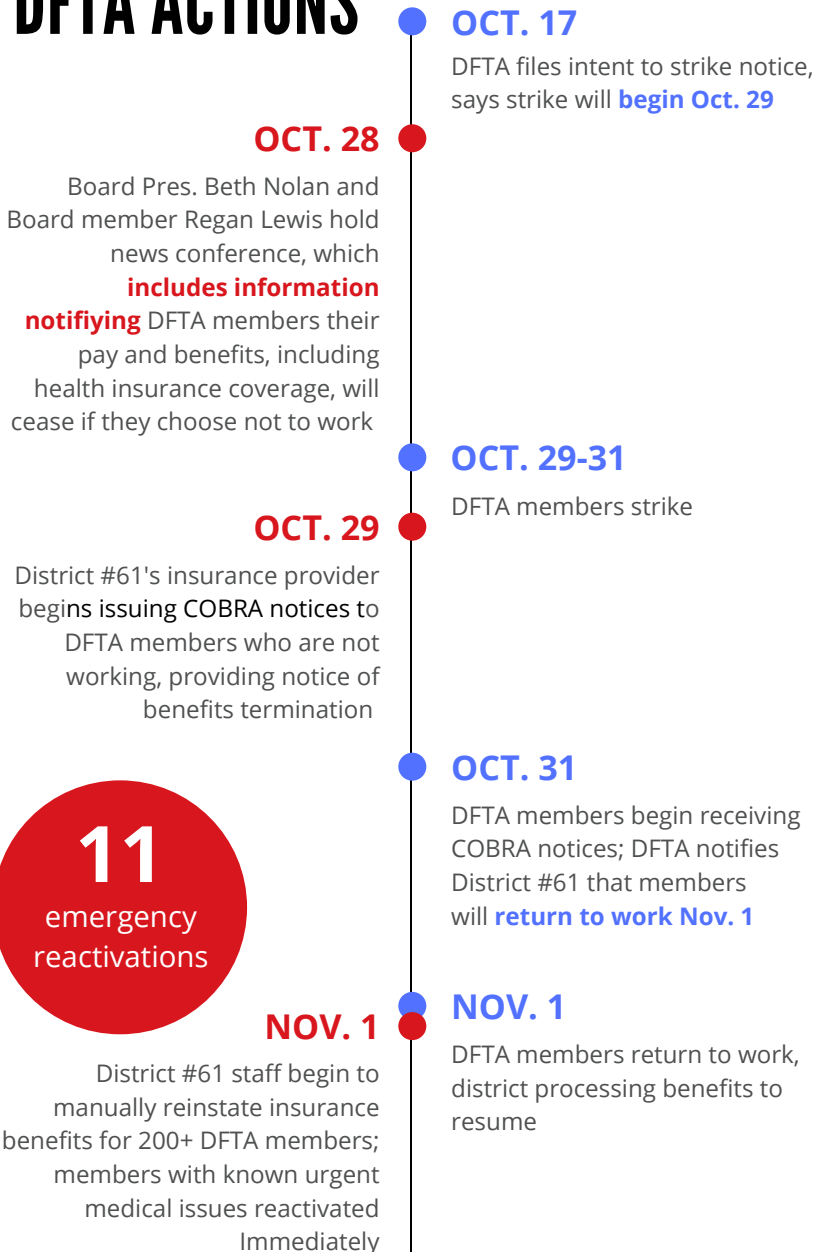


District #61 has received questions from staff and the community about what's been happening with insurance and benefits for members of the Decatur Federation of Teaching Assistants (DFTA) who were on strike from October 29-31, 2019.

Why did insurance benefits end for DFTA members?

DFTA members were not working the **minimum required hours per day** during their strike, so they could not earn pay or benefits (including health insurance) during that time. Therefore, pay and benefits were terminated because of the work stoppage.

TIMELINE OF DISTRICT #61 & DFTA ACTIONS



Why did District #61 send COBRA notices to DFTA members?

Federal law **requires** employers to notify employees whose insurance coverage is terminated because of a qualifying event, in this case a reduction in work hours. Because their health insurance coverage was no longer valid, COBRA notices were sent via Employee Benefits Cooperative (EBC) so that DFTA members would be aware of their options to continue health care coverage as quickly as possible.

When will DFTA member's insurance benefits be reactivated?

Benefits are now reinstated and include coverage retroactive to the last day DFTA members worked. If a DFTA member was denied use of insurance benefits and **needs immediate emergency access**, please contact the District office at 217-362-3000.

What happens next?

The District remains hopeful that a resolution will be reached soon. The process is that DFTA formally contacts the mediator when ready to return to negotiations, then the federal mediator contacts the District. District #61 has not received a formal request to return to negotiations. Announcement of any movement toward an agreement will be communicated using the district's regular communication platforms.