



MESSAGES TO MEMBERS

From Your Local & District Lodge
Local Lodge 733, District Lodge 70



SPECIAL EDITION: LAYOFF INFORMATION, Issue 24

WORKERS COMPENSATION

Recent economic problems have resulted in many workers receiving layoff notices. Many of these workers have valid work-related injuries but fail to protect their rights. **Kansas law requires that an injured employee give notice to their employer within 10 days of any work related injury.** Many workers, especially those with hand and arm problems, have not reported their injuries to Hawker Beechcraft out of fear of being medically laid off. When these same workers are laid off in a general economic layoff, they must report their injuries within 10 days of their last day of work.

Many of the aircraft employers in this area perform a pre-employment physical, including a hand and arm electrical test, on new employees. Workers who have had previous hand and arm problems will not pass these test and will not obtain employment. These same workers will not be able to make a claim against their Hawker Beechcraft unless they have reported their work related problems within ten days of their last day worked.

If you receive notice you are being laid off, report any physical problems you think are caused by or made worse by work to Hawker Beechcraft with a witness. The reporting of any injury should not affect call back rights.

If you are being laid off and have physical problems; hands, arms, neck, back, etc., **call our Union attorneys Hammond, Zongker & Farris, at 262-6800** for free legal advice and a free legal consultation. Don't let your HBC cause you more economic harm than they already have.

C.O.B.R.A. INSURANCE BENEFITS

In 1985, Congress enacted continuation health care coverage requirements in the Consolidated Omnibus Reconciliation Act (COBRA). COBRA requires that employers which sponsor group health plans with 20 or more employees provide continuation coverage to employees when those employees would otherwise become ineligible for group medical coverage. This continuation coverage must be identical to the coverage provided to employees under the plan. Qualified beneficiaries under COBRA include the covered employee as well as his/her spouse and dependant children. The group health plan is required to notify the employee and spouse of their rights under COBRA at the time coverage commences with a qualifying event. Qualified beneficiaries have at least 60 days to elect COBRA coverage. If COBRA is elected, medical expenses incurred during the gap between the qualifying event and the end of the election period must be paid or reimbursed by the group health plan. COBRA coverage extends for at least 18 months after the qualifying event. Qualified beneficiaries pay for COBRA continuation coverage through premiums at full cost to beneficiary. The COBRA monthly premium that each laid off worker would be required to pay if COBRA insurance is elected is as follows:

BCBS	PPK	DELTA DENTAL	EAP
Single - \$384.92	Single - \$341.85	Single - \$36.80	After 60 days is \$2.17
Employee + 1 - \$662.43	Employee + 1 - \$683.71	Employee + 1 - \$78.54	VISION SERVICE PLAN
Family - \$1026.57	Family - \$923.01	Family - \$98.91	\$12.32 regardless of coverage

RETENTION OF SENIORITY AND CALLBACK RIGHTS

Under the new contract ratified in 2008 some changes were made on how to retain your seniority and recall rights. The new language reads under Article 5 section 5.10.01:

"In the event that an employee is laid off as a result of a reduction in force, the employee will accrue seniority during the period of layoff for a period equivalent to seniority accrued as of the date of the layoff not to exceed 60 months, provided the employee notifies the Company by certified mail if they have a change of address."

This language means 2 things. Number 1, as long as you have the correct mailing address on file with the Company you will automatically have recall rights. However, if you move and have a change of address you **must** notify the Company by certified mail if you wish to continue your seniority and recall rights. The address to send your certified letter is on back of this page. In this letter you need to list your name and badge number. You also need to state your new address and you must send it certified and keep the sent receipt for your records. Number 2, this language also means that whatever seniority you have at the time of layoff (even if you have less than 1 year, as long as you are off probation) you will have that same amount of time in recall rights not to exceed 5 years. Examples would be if I am an 8 month employee then I would have 8 months of recall rights. If I am a 10 year employee then I would have 5 years worth of recall seniority.

HELPFUL PHONE NUMBERS

UNEMPLOYMENT / EMPLOYMENT		PHONE #	MISCELLANEOUS		PHONE #
Kansas Unemployment Office		383-9947	Big Brothers/Sisters		263-3300
Episcopal Social Services		269-4160	Salvation Army		263-2769
KANSEL		263-9620	YMCA		264-9374
Wichita Workforce Center		771-6800	Hospice		265-9441
FOOD		PHONE #	Legal Services of Wichita		265-9681
Anchor Church of God		945-7411	Alcohol Anonymous		684-3661
Calvary Bible Church		263-4582	Narcotics Anonymous		524-7775
Angel Food Ministries		1-877-409-3663	Federal Information Center		1-800-688-9889
Augusta		775-5209	Machinist Union District Office		522-1591
El Dorado		322-7811	Westar Energy		383-8600
Haysville		209-2303	Wichita Water Department		265-1300
Udall		620-782-3793	BlackHills Energy (Formerly Aquila)		1-888-890-5554
Wellington		620-326-7882	AT&T		1-800-288-2020
Wichita		744-2685	Waste Connections		838-4920
		943-7321	Plant 1 Union Office		676-7728
		265-7415			676-7729
		682-1987	Plant 4 Union Office		676-6345
		722-4511	2nd Shift Union Office		676-0117
Bread of Life		689-6866	Habitat for Humanity		269-0755
Brotherhood Presbyterian Church		263-5360	Housing Authority		268-4688
Catholic Charities		262-8898	Anthony Family Shelter		264-7233
Church at the Cross		942-8293	Salvation Army Homeless Services		263-2196
College Crest Church of Christ		686-1981	Attorney Tom Hammond		262-6800
United Methodist Open Door		267-4201	Harbor House		263-6000
Salvation Army		263-2769	MENTAL HEALTH COUNSELING		PHONE #
		943-9893	Crisis Intervention		263-3770
		685-8699	Mental Health Association		685-1821
The Lord's Diner		266-4966	Wichita Child Guidance		686-6671
Kansas Food Bank		265-4421	COMCARE		660-7675
WIC Program		660-7444	Catholic Charities		263-6941
BABY ITEMS		PHONE #	Hunter Health Clinic		262-2415
Birthline		265-0134	COMCARE Crisis Intervention		660-7500
Catholic Charities		262-8898	COMCARE Family & Children		660-9600
Union Rescue Mission		687-4673	CREDIT COUNSELING		PHONE #
Pregnancy Crisis Center		945-9400	Consumer Credit Counseling		265-2000
Salvation Army		263-2769	Sedgwick County Extension		722-7721
MEDICAL		PHONE #	SRS		337-7000
Brookside Satellite-HHC		652-0152	INSURANCE & PRESCRIPTION		PHONE #
Hunter Health Clinic		262-2415	BCBS of Kansas		1-800-432-3990
		858-1151	Medical Services Bureau		683-7559
Good Samaritan Clinic		688-5020	Employee Benefit Systems (EBS)		1-888-521-2900
Center for Health and Wellness		691-9404	Preferred Health Systems (PHS)		1-888-242-0345
GraceMed Children Clinic		832-1631	COBRA		1-877-279-7959
GraceMed Health & Dental Clinic		Dental-866-2020	EAP (Free for first 60 days after layoff)		1-800-295-0132
		Health-866-2000	UNITED WAY		PHONE #
Healthwave		1-800-792-4884	General Assistance		211
Make a Difference Network		1-800-332-6262	Mario Cervantes		267-1321x 4222
Kansas Health Department		660-7300	Company Address To Mail Certified Letter: Hawker Beechcraft Corporation Attn: Labor Relations 9709 E. Central Wichita, KS. 67206		
Medical Service Bureau		683-7559			
Hawker Beechcraft Benefit Center		1-866-221-0098			
LAID OFF WORKERS CENTER		OPEN IN JUNE			

Laid Off Workers Center (Opening in June)
West River Plaza
2622 W. Central