



Terry Cunningham, President
Brian Cicora, Vice President
Korene Mansfield, Recording Secretary
Shaun Hatlevig, Financial Secretary
Marcus Lamb, Treasurer

October 30, 2025

NOTICE!!

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The Annual Enrollment for 2026 Benefit choices began on October 27th, and will end on November, 14th 2025.

If you are married and your spouse works 32 or more hours per week and is offered group health insurance by their employer for \$300 or less per month for single coverage, they must take their employer plan as primary. A Spouse that meets the requirements for the mandate, can still be covered on the BFG Plan as secondary.

There are many selections that need to be made, and it is important that you correctly make your choices. You can make these elections online at: benefitlink.michelin.net or over the phone at: **1-800-340-7815**. The preferred method to complete the enrollment is by going online.

If you need assistance with doing the elections online, you can come to the Union Hall. We will also be available in S200 (Wage Trainers Meeting Room) beginning **11/10/25 through 11/14/25 from 2 pm to 10 pm** to provide any assistance for enrollment.

The monthly medical premiums for 2026 will remain the same as 2025:

Single	\$70 (\$32.31/pay)
Emp + Child(ren)	\$100 (\$46.15/pay)
Emp + Spouse	\$147 (\$67.85/pay)
Family	\$175 (\$80.77/pay)
Tobacco Surcharge	\$75 Employee/\$75 Spouse

Any employee or spouse can have the Tobacco Surcharge waived by selecting and completing the Smoking Cessation program. If the program is not completed, the Tobacco Surcharge will be owed for the entire year. The Cessation program can be found on the BCBSAL website through the WellBeacon link.

There is not a correction window for enrollment this year.

If you have questions about the annual enrollment or need help, please contact the Union Hall at 260-632-4816.

A handwritten signature in black ink, appearing to read "Terry Cunningham", written over a horizontal line.

Terry Cunningham, President
U.S.W LOCAL 715