

TRUE's questions from email dated March 17, 2016

Q: How leave time is now being docked?

A: There has been no change to how the leave time is being docked. When an employee is out of Personal Necessity, the dock is at the employee daily rate. Most other docks (i.e., over use of sick leave, bereavement, extended illness) are deducted at the Sub Rate of \$135 per day or Long Term Sub Rate or Retiree rate of \$185 per day.

Our goal is to apply docks in the applicable month, however this is dependent on when the leave is communicated to Human Resources and resolved with an action to the Payroll Department to process the dock. For routine monthly absences resulting in a dock these are typically applied the following month from the AESOP reporting.

Q: Has there been any system changes on how taxes, retirement, dues, health benefits, disability are deducted.

A: There have been no system changes. The following are when amounts are changed:

- Federal and State taxes change every January 1 of each year
- Retirement percentage change every July 1 of each year
- Dues are changed every September-June, of each year based on the information provided by CTA/TRUE

Health Benefits deductions will be changed this next year as follows:

- Medical September pay warrant
 - Dental and Vision December Pay warrant
 - American Fidelity products will be January Pay warrant
 - Standard Disability is changed if we receive change notices from Standard, and is deducted September-June
-

Q: Update on Benefits changes over process from January and issues that have been resolved.

A: All Open Enrollment issues that we are aware of are resolved.

Q: A heads up on are we going to be going through the same Open Enrollment process again this spring and why?

A: We do not have this information available yet. There is a Benefit Committee meeting in April. Timely communication on the upcoming health benefits open enrollment will be distributed to all employees.