



CITY OF CAMBRIDGE

CAMBRIDGE, MASSACHUSETTS 02139
TEL. 498-9011

EXECUTIVE DEPARTMENT
ROBERT W. HEALY
City Manager

RICHARD C. ROSSI
Deputy City Manager

October 22, 1990

To the Honorable, the City Council:

In response to Awaiting Report #51 of September 10, 1990 regarding Cambridge residents and employees stationed in the Middle East, please be advised of the following:

Cambridge city employees who are reservists who may be activated to serve in the Middle East as a result of the current difficulties there would be placed on a military leave of absence during the call up. They would be entitled to continue their health coverage through COBRA provisions and would be entitled to receive health care through the military (and their dependents through the CHAMPUS program). Their service time would count for accrual of service related benefits such as increments, seniority, vacations, etc. They would be entitled to their jobs back upon deactivation. There is no pay continuation plan available, either through the management, non-union pay plan or through union contracts with the 75% of our employees who are unionized. Any such continuation of pay would have to be bargained. I would recommend against attempting to do so.

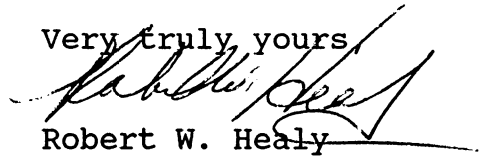
The CHAMPUS program provides, from the information we have obtained, first day coverage without waiting periods, for dependents of activated military personnel, as soon as they are activated and the dependents sign up; (our health plans have continuous coverage for one month after taking a leave, so there should be no break in coverage). The CHAMPUS program provides 100% hospital coverage, just as the City's plans do. Doctor's visits and drugs are subject to an up front deductible and 20% co-pays, with a maximum out of pocket exposure of \$1,000 per year. In order to prevent any hardship on the dependents of our employees, I would recommend that we agree to reimburse them for any medical expenses not covered by CHAMPUS which would have been covered by our health insurance plan, provided the employee and dependents do not opt for COBRA coverage (which would result in the City paying the medical bills anyway) and that the activation was involuntary.

Middle East
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Regarding the request to maintain a list of Cambridge residents who are stationed in the Middle East, it appears that no such list can be made readily available; because of Privacy Act restrictions the services would have to write to each member to ask if they would agree to have their names given to the City. The services, as one would expect, are not willing to make such a costly and time consuming effort.

AT&T has initiated free FAX service to persons stationed in the Middle East. No such service is currently available to ships at sea. All messages must be five pages or less and be put on special forms. Messages can be sent from the AT&T phone store in Porter Square; forms are available there. This information is now included on Cable TV, Channel 37.

Very truly yours



Robert W. Healy
City Manager

Agenda # 10

S-1025

Awaiting Report Item Number 51 regarding
Cambridge residents and employees
stationed in the Middle East.

In City Council,

October 22, 1990

Placed on file