



CAMBRIDGE TEACHERS ASSOCIATION

2464 Massachusetts Avenue
Cambridge, Massachusetts 02140



March 2, 1992

To the Honorable Members of the Cambridge City Council;

When Congress passed the Omnibus Budget Reconciliation Act in 1990, it included provisions to insure that all public employees would either contribute to Social Security or to a qualified retirement system. The U.S. Treasury Department issued regulations under that law in 1991. While the Employer could choose either Social Security or a qualified retirement plan, the regulations stated that the law had to be implemented by January 1, 1992.

The Cambridge Teachers Association Unit D Substitutes have been affected.

Cambridge chose not to take the Social Security option for School Department employees to realize a \$90,000 per year savings, but rather required employees to contribute 7.5% of wages to one of two deferred compensation plans eligible to write new contracts - Aetna Life and Annuity or Prudential Life Insurance Company.

The new law was implemented with little advance notice to anyone. The Cambridge Teachers Association was never properly notified of any proposed changes.

Many substitutes have complained to me about lack of information on these plans, which I am told are both uninsured. I have also received complaints about "strong tactics" at the School Department for substitutes to sign for either of the two plans.

I hereby request that :

1. competitive bids for the deferred compensation contract go out with a good eye for insured bidders
2. once this happens an informational meeting be held for all affected employees
3. the City of Cambridge provide guides to Deferred Compensation withdrawals for all selected companies
4. everything be put on hold until all of this occurs

5. those who have already selected under pressure be allowed to transfer coverage if they wish

6. all information be sent to all Union Presidents of affected employees

7. I receive a written response to these requests

Sincerely,

A handwritten signature in cursive script that reads "Marie Mahoney Orben". The signature is fluid and elegant, with the first letters of each name being capitalized and prominent.

Marie Mahoney Orben, CTA President

cc. Unit D Substitutes
Superintendent McGrath
Cambridge School Committee

March 2, 1992

Councillor Duchay

Councillor - Wolf

ORDERED: That the attached memorandum received from the Cambridge Teachers Association dated March 2, 1992 outlining concerns with the implementation of the Federal Omnibus Budget Reconciliation Act in 1990, as it relates to the Cambridge Teachers Association Unit D Substitutes, be referred to the City Manager and the Assistant City Manager for Fiscal Affairs for a response and report within two weeks time.

V/V
g



CAMBRIDGE TEACHERS ASSOCIATION

2464 Massachusetts Avenue
Cambridge, Massachusetts 02140



March 2, 1992

To the Honorable Members of the Cambridge City Council:

When Congress passed the Omnibus Budget Reconciliation Act in 1990, it included provisions to insure that all public employees would either contribute to Social Security or to a qualified retirement system. The U.S. Treasury Department issued regulations under that law in 1991. While the Employer could choose either Social Security or a qualified retirement plan, the regulations stated that the law had to be implemented by January 1, 1992.

The Cambridge Teachers Association Unit D Substitutes have been affected.

Cambridge chose not to take the Social Security option for School Department employees to realize a \$90,000 per year savings, but rather required employees to contribute 7.5% of wages to one of two deferred compensation plans eligible to write new contracts - Aetna Life and Annuity or Prudential Life Insurance Company.

The new law was implemented with little advance notice to anyone. The Cambridge Teachers Association was never properly notified of any proposed changes.

Many substitutes have complained to me about lack of information on these plans, which I am told are both uninsured. I have also received complaints about "strong tactics" at the School Department for substitutes to sign for either of the two plans.

I hereby request that :

1. competitive bids for the deferred compensation contract go out with a good eye for insured bidders
2. once this happens an informational meeting be held for all affected employees
3. the City of Cambridge provide guides to Deferred Compensation withdrawals for all selected companies
4. everything be put on hold until all of this occurs

5. those who have already selected under pressure be allowed to transfer coverage if they wish

6. all information be sent to all Union Presidents of affected employees

7. I receive a written response to these requests

Sincerely,

A handwritten signature in cursive script that reads "Marie Mahoney Orben". The signature is fluid and written in dark ink.

Marie Mahoney Orben, CTA President

cc. Unit D Substitutes
Superintendent McGrath
Cambridge School Committee



CAMBRIDGE TEACHERS ASSOCIATION

2464 Massachusetts Avenue
Cambridge, Massachusetts 02140



281

C. Duehay

Referral to City Reg. For -
Report within 2 wks.

✓
11/8

March 2, 1992

To the Honorable Members of the Cambridge City Council:

When Congress passed the Omnibus Budget Reconciliation Act in 1990, it included provisions to insure that all public employees would either contribute to Social Security or to a qualified retirement system. The U.S. Treasury Department issued regulations under that law in 1991. While the Employer could choose either Social Security or a qualified retirement plan, the regulations stated that the law had to be implemented by January 1, 1992.

The Cambridge Teachers Association Unit D Substitutes have been affected.

Cambridge chose not to take the Social Security option for School Department employees to realize a \$90,000 per year savings, but rather required employees to contribute 7.5% of wages to one of two deferred compensation plans eligible to write new contracts - Aetna Life and Annuity or Prudential Life Insurance Company.

The new law was implemented with little advance notice to anyone. The Cambridge Teachers Association was never properly notified of any proposed changes.

Many substitutes have complained to me about lack of information on these plans, which I am told are both uninsured. I have also received complaints about "strong tactics" at the School Department for substitutes to sign for either of the two plans.

I hereby request that :

1. competitive bids for the deferred compensation contract go out with a good eye for insured bidders
2. once this happens an informational meeting be held for all affected employees
3. the City of Cambridge provide guides to Deferred Compensation withdrawals for all selected companies
4. everything be put on hold until all of this occurs

5. those who have already selected under pressure be allowed to transfer coverage if they wish

6. all information be sent to all Union Presidents of affected employees

7. I receive a written response to these requests

Sincerely,

A handwritten signature in black ink that reads "Marie Mahoney Orben". The script is fluid and cursive, with the first letters of each name being capitalized and prominent.

Marie Mahoney Orben, CTA President

cc. Unit D Substitutes
Superintendent McGrath
Cambridge School Committee



City of Cambridge

28.

IN CITY COUNCIL

March 2, 1992

COUNCILLOR DUEHAY
COUNCILLOR WOLF

ORDERED: That the attached Memorandum received from the Cambridge Teachers Association, dated March 2, 1992, outlining concerns with the implementation of the Federal Omnibus Budget Reconciliation Act in 1990, as it relates to the Cambridge Teachers Association Unit D Substitutes, be referred to the City Manager and the Assistant City Manager for Fiscal Affairs for a response and report within two weeks time.

In City Council March 2, 1992.

Adopted by the affirmative vote of eight members.

Attest:- Joseph E. Connarton, City Clerk.

A true copy;

ATTEST:-

A handwritten signature in cursive script, reading "Joseph E. Connarton".

Joseph E. Connarton
City Clerk

NON-CONSENT ORDER #28

S-158

Councillors Duehay and Wolf re:
implementation of Federal Omnibus
Budget Reconciliation Act in 1990.

In City Council,

March 2, 1992

Order adopted