



MASSACHUSETTS AFL-CIO

PRESIDENT*Steven A. Tolman***SECRETARY/TREASURER***Louis A. Mandarin, Jr.***EXECUTIVE VICE PRESIDENTS***Jeffrey Bollen • Francis X. Callahan, Jr.**Jay Colbert • Barbara Madeloni*

Andrew Dreyfus
President and Chief Executive Officer
Blue Cross Blue Shield of MA
101 Huntington Ave #1300, Boston, MA 02199

September 12, 2018

Dear Mr. Dreyfus:

We are writing today to urge Blue Cross Blue Shield (BCBS) of Massachusetts to request the resignation of National Grid Massachusetts President Marcy Reed from the organization's board of directors.

As the state's largest insurer, BCBS is committed to ensuring that its members have access to quality and affordable healthcare. You have personally commented on the peace of mind that comes with having BCBS insurance. Given this crucial mission, it is both disappointing and disturbing that a BCBS board member would utilize the health insurance of BCBS members as a bargaining chip in her company's contract negotiations.

Unfortunately, that is exactly what Ms. Reed is doing. As the president of National Grid Massachusetts, Ms. Reed made the decision to lock out 1,200 employees and terminate their health insurance rather than allow them to continue to work during negotiations. Because of her actions, about 3,000 covered bodies – including children and adults – have been without BCBS insurance for nearly three months.

Lockouts are a cruel negotiating tactic that unethical corporations employ to secure contract concessions from workers. In this case, Ms. Reed is using the lockout – and worker health insurance – as a tool against BCBS members *and* BCBS. She is cutting off health insurance for BCBS members, while also depriving BCBS of more than 3,000 members and their premium payments.

We have very serious concerns about the judgement of a BCBS board member who would voluntarily choose to strip away the healthcare coverage of her own employees. Simply put, an executive who is willing to use the health of her employees as leverage in a contract dispute is not fit to serve on the board of an organization that works tirelessly to expand access to healthcare.

Ms. Reed's actions are unethical, immoral and cruel. They also represent a conflict of interest that makes it impossible for BCBS to effectively carry out its mission. Ms. Reed is taking advantage of her competing roles. Her company, her workers and her board have different – and at times, conflicting – responsibilities, interests and goals. It is in the best interest of all if Ms. Reed steps down from her position on the BCBS MA board.

We are calling on BCBS to do the right thing: uphold the organization's role as a healthcare leader in Massachusetts and remove Ms. Reed from the board.

Sincerely,

Steven A. Tolman for the Massachusetts AFL-CIO Executive Council