

Union Proposal 5 to Radermacher's - 4.9.25									
Effective March 2025	Full Time			Mod PT			All Other PT		
	TOTAL	Employer Cost	Employee Cost	TOTAL	Employer Cost	Employee Cost	TOTAL	Employer Cost	Employee Cost
Single	\$287.82	\$257.82	\$30.00	\$168.84	\$153.84	\$15.00	\$168.84	\$5.76	\$163.08
Family	\$287.82	\$257.82	\$30.00	\$287.82	\$153.84	\$133.98	\$287.82	\$5.76	\$282.06
Ancillary	\$6.76	\$5.76	\$1.00	\$6.76	\$5.76	\$1.00	\$6.76	\$5.76	\$1.00
Effective post-ratification 2025	Full Time			Mod PT			All Other PT		
	TOTAL	Employer Cost	Employee Cost	TOTAL	Employer Cost	Employee Cost	TOTAL	Employer Cost	Employee Cost
Single	\$287.82	\$247.82	\$40.00	\$168.84	\$153.84	\$15.00	\$168.84	\$5.76	\$163.08
Family	\$287.82	\$247.82	\$40.00	\$287.82	\$153.84	\$133.98	\$287.82	\$5.76	\$282.06
Ancillary	\$6.76	\$5.76	\$1.00	\$6.76	\$5.76	\$1.00	\$6.76	\$5.76	\$1.00
Effective January 2026	Full Time			Mod PT			All Other PT		
	TOTAL	Employer Cost	Employee Cost	TOTAL	Employer Cost	Employee Cost	TOTAL	Employer Cost	Employee Cost
Single	\$292.82	\$252.82	\$40.00	\$173.84	\$153.84	\$20.00	\$183.84	\$5.76	\$178.08
Family	\$292.82	\$252.82	\$40.00	\$292.82	\$153.84	\$138.98	\$292.82	\$5.76	\$287.06
Ancillary	\$6.76	\$5.76	\$1.00	\$6.76	\$5.76	\$1.00	\$6.76	\$5.76	\$1.00
Effective January 2027	Full Time			Mod PT			All Other PT		
	TOTAL	Employer Cost	Employee Cost	TOTAL	Employer Cost	Employee Cost	TOTAL	Employer Cost	Employee Cost
Single	\$297.82	\$257.82	\$40.00	\$178.84	\$158.84	\$20.00	\$188.84	\$10.76	\$178.08
Family	\$297.82	\$257.82	\$40.00	\$297.82	\$158.84	\$133.39	\$297.82	\$10.76	\$287.06
Ancillary	\$6.76	\$5.76	\$1.00	\$6.76	\$5.76	\$1.00	\$6.76	\$5.76	\$1.00
Effective January 2028*	Full Time			Mod PT			All Other PT		
	TOTAL	Employer Cost	Employee Cost	TOTAL	Employer Cost	Employee Cost	TOTAL	Employer Cost	Employee Cost
Single	TBD*	TBD**	\$40.00	TBD*	TBD**	\$25.00	TBD*	(ER anc. +\$5)	TBD
Family	TBD*	TBD**	\$40.00	TBD*	(same as ER single)	TBD	TBD*	(ER anc. +\$5)	TBD
Ancillary	TBD*	TBD**	\$2.00	TBD*	TBD**	\$2.00	TBD*	TBD**	\$2.00

* In mid-2027, H&W Plan Consultants shall calculate true-cost rates for 2028 and beyond targeting a reserve position of 7.8 months of Continuation Value.

** Employer Cost = Total Premium minus Employee Cost