

HEALTH PLUS EMPLOYEE PREMIUM CONTRIBUTIONS

This information is being provided to help clarify when employee contributions will begin for those enrolled in Health Plus and explain how the contributions will increase over time under the terms of the recently-negotiated labor agreements.

The following rules will apply to M&O, ProTech, Administrative Support (previously Secretarial/Clerical), S&M and Exempt employees, except that those in the S&M bargaining unit and higher-paid Exempt employees (Grades 1-11) will pay a higher "standard" portion of premium.

What you will pay from July 1 through December 31, 2009 – NOTHING

As originally negotiated, you would have begun paying a portion of the Health Plus premium on July 1, 2009. However, with the unions' agreement, we are waiving the premium payment for employees enrolled in Health Plus for this time period **ONLY**. Therefore, if, during the current mini-Open Enrollment, you elect Health Plus for the period beginning July 1, 2009 and ending December 31, 2009, you will not be required to pay a portion of the premium.

Side Note: In the past, premium contribution amounts were provided by Health Plus on a fiscal year basis. When we requested that they provide this information on a calendar year basis, they reduced the premium for July 1 through December 31, 2009, which enabled us to waive the premium for that time period.

What you will pay beginning January 1, 2010 – THE DIFFERENTIAL

All employees will have an opportunity to elect health coverage for the 2010 calendar year during a regular Open Enrollment period which will be held in late October/early November. If you choose to enroll in Health Plus for the 2010 calendar year, your per-pay contribution beginning January 1, 2010 will be (as negotiated) the difference between the Health Plus premium and the 2008-09 CBT premium.

<i>Coverage</i>	<i>Employee Contribution Per Pay</i>
Single	\$21.25
Couple	\$49.38
Family	\$54.86

What you will pay beginning July 1, 2010 – THE DIFFERENTIAL PLUS STANDARD PORTION BELOW

Employees will be required to pay a modest "standard" portion of premium for health insurance as shown in the table below. Employees choosing Health Plus must pay the "standard" portion **PLUS** the differential.

<i>Coverage</i>	<i>Contribution Per Pay</i>	
	<i>Employees</i>	<i>Managers</i>
Single	\$0.00	\$0.00
Couple	\$10.00	\$20.00
Family	\$15.00	\$30.00

Information on the exact contributions required of employees and when payments begin is also included in the Open Enrollment packet that you should have recently received.