

# HEALTH PLAN CONTRIBUTION RATES

For employees in bargaining units

Operating Engineers, Local 3

Effective January 2016

*Contributions are deducted over 24 pay periods*

<b>FULL TIME 64+ HOURS (PER PAY PERIOD)</b>			
	<u>EE ONLY</u>	<u>EE+1</u>	<u>FAMILY</u>
<b>Plan A</b>	\$407.00	\$814.00	\$1,099.00
Total	\$407.00	\$814.00	\$1,099.00
Employer	\$407.00	\$814.00	\$1,099.00
<b>Employee</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>
	<u>EE ONLY</u>	<u>EE+1</u>	<u>FAMILY</u>
<b>Kaiser B</b>	\$410.50	\$821.00	\$1,071.50
Total	\$410.50	\$821.00	\$1,071.50
Employer	\$278.46	\$552.59	\$783.16
<b>Employee</b>	<b>\$132.04</b>	<b>\$268.41</b>	<b>\$288.34</b>

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Operating Engineers, Local 3

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<b>PART TIME 40 - 63 HOURS (PER PAY PERIOD)</b>			
	<u>EE ONLY</u>	<u>EE+1</u>	<u>FAMILY</u>
<b>Plan A</b>	\$407.00	\$814.00	\$1,099.00
Total	\$407.00	\$814.00	\$1,099.00
Employer	\$368.98	\$666.58	\$928.50
<b>Employee</b>	<b>\$38.02</b>	<b>\$147.42</b>	<b>\$170.50</b>
	<u>EE ONLY</u>	<u>EE+1</u>	<u>FAMILY</u>
<b>Kaiser B</b>	\$410.50	\$821.00	\$1,071.50
Total	\$410.50	\$821.00	\$1,071.50
Employer	\$208.85	\$414.44	\$587.37
<b>Employee</b>	<b>\$201.65</b>	<b>\$406.56</b>	<b>\$484.13</b>

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For employees in bargaining units

Operating Engineers, Local 3

Effective January 2016

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<b>PART TIME 32 - 39 HOURS (PER PAY PERIOD)</b>			
	<u>EE ONLY</u>	<u>EE+1</u>	<u>FAMILY</u>
<b>Plan A</b>	\$407.00	\$814.00	\$1,099.00
Total	\$407.00	\$814.00	\$1,099.00
Employer	\$245.98	\$444.38	\$619.00
<b>Employee</b>	<b>\$161.02</b>	<b>\$369.62</b>	<b>\$480.00</b>
	<u>EE ONLY</u>	<u>EE+1</u>	<u>FAMILY</u>
<b>Kaiser B</b>	\$410.50	\$821.00	\$1,071.50
Total	\$410.50	\$821.00	\$1,071.50
Employer	\$139.23	\$276.30	\$391.58
<b>Employee</b>	<b>\$271.27</b>	<b>\$544.70</b>	<b>\$679.92</b>