

## HEALTH PLAN CONTRIBUTION RATES

For employees in bargaining units

Operating Engineers, Local 3

Effective January 1, 2015

*Contributions are deducted over 24 pay periods*

### FULL TIME 64+ HOURS (PER PAY PERIOD)

	<u>EE ONLY</u>	<u>EE+1</u>	<u>FAMILY</u>
<b>Plan A</b>	\$395.50	\$791.00	\$1,068.00
Total	\$395.50	\$791.00	\$1,068.00
Employer	\$395.50	\$791.00	\$1,068.00
<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>	\$306.80	\$766.00	\$966.50
Total	\$306.80	\$766.00	\$966.50
Employer	\$274.02	\$543.70	\$770.14
<b>Employee</b>	<b>\$32.78</b>	<b>\$153.20</b>	<b>\$193.30</b>

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### PART TIME 40 - 63 HOURS (PER PAY PERIOD)

	<u>EE ONLY</u>	<u>EE+1</u>	<u>FAMILY</u>
<b>Plan A</b>	\$395.50	\$791.00	\$1,068.00
Total	\$296.63	\$593.25	\$801.00
Employer	\$296.63	\$593.25	\$801.00
<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>	\$306.80	\$766.00	\$966.50
Total	\$306.80	\$766.00	\$966.50
Employer	\$230.10	\$574.50	\$724.88
<b>Employee</b>	<b>\$76.70</b>	<b>\$191.50</b>	<b>\$241.63</b>

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### PART TIME 32 - 39 HOURS (PER PAY PERIOD)

	<u>EE ONLY</u>	<u>EE+1</u>	<u>FAMILY</u>
<b>Plan A</b>	\$395.50	\$791.00	\$1,068.00
Total	\$197.75	\$395.50	\$534.00
Employer	\$197.75	\$395.50	\$534.00
<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>	\$306.80	\$766.00	\$966.50
Total	\$306.80	\$766.00	\$966.50
Employer	\$153.40	\$383.00	\$483.25
<b>Employee</b>	<b>\$153.40</b>	<b>\$383.00</b>	<b>\$483.25</b>

# HEALTH PLAN CONTRIBUTION RATES

## RETIREEES

Effective January 1, 2015

*Monthly Rates and Contributions*

EARLY RETIREES (PRE 65 NO MEDICARE)			
	<u>RETIREE ONLY</u>	<u>RETIREE+1</u>	<u>FAMILY</u>
Plan A	\$791.00	\$1,582.00	\$2,136.00
<b>Total</b>	<b>\$791.00</b>	<b>\$1,582.00</b>	<b>\$2,136.00</b>
	<u>RETIREE ONLY</u>	<u>RETIREE+1</u>	<u>FAMILY</u>
Kaiser B	\$630.00	\$1,259.00	\$1,645.00
<b>Total</b>	<b>\$630.00</b>	<b>\$1,259.00</b>	<b>\$1,645.00</b>

MEDICARE RETIREES			
	<u>RETIREE ONLY</u>	<u>RETIREE+1</u>	<u>FAMILY</u>
Plan A	\$791.00	\$18,582.00	\$2,136.00
<b>Total</b>	<b>\$791.00</b>	<b>\$18,582.00</b>	<b>\$2,136.00</b>
	<u>RETIREE ONLY</u>	<u>RETIREE+1</u>	<u>FAMILY</u>
Kaiser B	\$424.00	\$849.00	\$1,251.00
<b>Total</b>	<b>\$424.00</b>	<b>\$849.00</b>	<b>\$1,251.00</b>

RETIREE HEALTH CONTRIBUTION (RHC)			
<u>YEARS OF SERVICE</u>	<u>LEVEL</u>	<u>PRE 65</u>	<u>65+</u>
12 THRU 14	LEVEL 1	\$263.86	\$175.48
15 THRU 19	LEVEL 2	\$399.79	\$265.88
20 +	LEVEL 3	\$535.72	\$356.28