

1 The Employer shall pay the same monthly contribution for each member enrolled
2 in a self only medical plan (PPO or HMO), regardless of which plan is chosen.

3
4 2. For each Employee-Beneficiary with one dependent-beneficiary enrolled
5 in the following Trust Fund health benefit plans:

6		TOTAL
7		
8	<u>BENEFIT PLAN</u>	<u>MONTHLY CONTRIBUTION</u>
9		
10	a. Medical (PPO or HMO) (medical & chiro)	\$ 505.10
11	b. Dental	\$ 36.72
12	c. Vision	\$ 6.68
13	d. Dual coverage (medical, drug, chiro)	
14	(1) HMSA	\$ 331.64
15	(2) Royal State	\$ 65.28
16	e. Drug Plan	\$ 103.34

17
18 The Employer shall pay the same monthly contribution for each member enrolled
19 in a two-party medical plan (PPO or HMO), regardless of which plan is chosen.

20
21 3. For each Employee-Beneficiary with two or more dependent-beneficiaries
22 enrolled in the following Trust Fund health benefit plans:

23		TOTAL
24		
25	<u>BENEFIT PLAN</u>	<u>MONTHLY CONTRIBUTION</u>
26	a. Medical (PPO or HMO) (medical & chiro)	\$ 644.28
27	b. Dental	\$ 60.36
28	c. Vision	\$ 8.76
29	d. Dual coverage (medical, drug, chiro)	
30	(1) HMSA	\$ 423.16
31	(2) Royal State	\$ 73.76
32	e. Drug Plan	\$ 131.82

1
2 The Employer shall pay the same monthly contribution for each member enrolled
3 in a family medical plan (PPO or HMO), regardless of which plan is chosen.
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5 4. For each Employee-Beneficiary enrolled in the Trust Fund group life
6 insurance plan, the Employer shall pay \$4.16 per month which reflects one hundred
7 percent (100%) of the premium and administrative fee.
8

9 C. Effective July 1, 2014
10

11 Effective July 1, 2014 for plan year 2014-2015, with the exception of items 1a.,
12 2a., 3a., and 4., which shall be the dollar amounts noted, the Employer shall pay a
13 specific dollar amount equivalent to sixty percent (60%) of the final premium rates
14 established by the Trust Fund Board for the respective health benefit plan, plus sixty
15 percent (60%) of all administrative fees.
16

17 1. The amounts paid by the Employer shall be based on the plan year
18 2014-2015 monthly premium rates established by the Trust Fund for each Employee-
19 Beneficiary with no dependent-beneficiaries enrolled in the following Trust Fund health
20 plans:
21

- 22 a. Medical (PPO or HMO) (medical & chiro) \$218.38
- 23 b. Dental
- 24 c. Vision
- 25 d. Dual coverage (medical, drug, & chiro)
 - 26 (1) HMSA
 - 27 (2) Royal State
- 28 e. Drug Plan
29

30 The Employer shall pay the same monthly contribution for each member enrolled
31 in a self only medical plan (PPO or HMO), regardless of which plan is chosen.
32

1 2. The amounts paid by the Employer shall be based on the plan year
2 2014-2015 final monthly premium rates established by the Trust Fund for each
3 Employee-Beneficiary with one dependent-beneficiary enrolled in the following Trust
4 Fund health plans:

- 5
- 6 a. Medical (PPO or HMO) (medical & chiro) \$ 525.10
- 7 b. Dental
- 8 c. Vision
- 9 d. Dual coverage (medical, drug, & chiro)
- 10 (1) HMSA
- 11 (2) Royal State
- 12 e. Drug Plan
- 13

14 The Employer shall pay the same monthly contribution for each member enrolled
15 in a two-party medical plan (PPO or HMO), regardless of which plan is chosen.

16

17 3. The amounts paid by the Employer shall be based on the plan year
18 2014-2015 final monthly premium rates established by the Trust Fund for each
19 Employee-Beneficiary with two or more dependent-beneficiaries enrolled in the
20 following Trust Fund health plans:

- 21
- 22 b. Medical (PPO or HMO) (medical & chiro) \$ 674.28
- 23 c. Dental
- 24 d. Vision
- 25 e. Dual coverage (medical, drug, & chiro)
- 26 (1) HMSA
- 27 (2) Royal State
- 28 f. Drug Plan
- 29

30 The Employer shall pay the same monthly contribution for each member enrolled
31 in a family medical plan (PPO or HMO), regardless of which plan is chosen.

1 4. For each Employee-Beneficiary enrolled in the Trust Fund group life
2 insurance plan, the Employer shall pay no more than \$4.12 per month
3 which reflects one hundred percent (100%) of the monthly premium. The
4 Employer shall also pay one hundred percent (100%) of all administrative
5 fees.

6
7 D. No later than three (3) weeks after the Trust Fund Board formally
8 establishes and adopts the final premium rates for the Fiscal Year 2014-2015, the Office
9 of Collective Bargaining shall distribute the final calculation of the Employer's monthly
10 contribution amounts for each health benefit plan.

11
12 E. Payment For Plans Eliminated Or Abolished. The Employer shall make
13 no payments for any and all premiums for any portion or part of a Trust Fund health
14 benefit plan that the Trust Fund Board eliminates or abolishes.

15
16 F. Rounding Employer's Monthly Contribution. Whenever the Employer's
17 monthly contribution (premium plus administrative fee) to the Trust Fund is less than
18 one hundred percent (100%) of the monthly premium amount, such monthly contribution
19 shall be rounded to the nearest cent as provided below:

20
21 1. When rounding to the nearest cent results in an even amount, such even
22 amount shall be the Employer's monthly contribution. For example:

23
24 (a) \$11.397 = \$11.40 = \$11.40 (Employer's monthly contribution)

25 (b) \$11.382 = \$11.38 = \$11.38 (Employer's monthly contribution)

26
27 2. When rounding to the nearest cent results in an odd amount, round to the
28 lower even cent, and such even amount shall be the Employer's monthly contribution.
29 For example:

30
31 (a) \$11.392 = \$11.39 = \$11.38 (Employer's monthly contribution)

32 (b) \$11.386 = \$11.39 = \$11.38 (Employer's monthly contribution)

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2 Employer contributions effective January 1, 2014 and contributions effective July 1,
3 2014 for items 1a., 2a., and 3a., reflect the rounding described in item F.

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5 Employer contributions effective July 1, 2014, shall be rounded as described in item
6 F after administrative fees have been determined by the Trust Fund Board.

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8 G. If an agreement covering period(s) beyond the term of this agreement is not
9 executed by June 30, 2015, employer contributions to the Trust Fund shall be the
10 same monthly contribution amounts paid in plan year 2014-2015 for the Health
11 Benefit Plan approved by the Trust Fund including monthly administrative fee.