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# Health & Welfare

## South Central

▪ Employer contribution rate required in order to maintain the benefits in effect as of April 1, 2020 and have 3.0 months of reserve at the end of the bargaining period ending in April 2023.

▪ The employer will make a contribution of \$3.36 per hour for all hours starting January 1, 2021.

▪ This request includes the contribution rates on the following bases: hourly, per enrolled employee, per eligible employee

▪ Increase in hours required for eligibility effective January 1, 2021:

▪ 88 hours/month for employee only coverage

▪ 120 hours/month for employee + child(ren) coverage

▪ 140 hours/month for employee + spouse or family coverage

▪ Increases in employee contribution rates:

▪ \$5 per week increases effective January 1, 2021.

▪ Increase in spousal fee from \$100/month to \$150/month

▪ Adjustments in plan design:

▪ Deductible increases \$50 for individual coverage, \$100 for family coverage each year.

▪ Out-of-pocket maximum increases \$500 for individual coverage, \$1,000 for family coverage in 2021 and 2023

▪ Increase physician office visit copay to \$35

▪ Increase emergency room copay to \$150 for Plans A and B and \$300 for Plan C

▪ Increase urgent care copay to \$50 in 2021 and \$75 in 2023

In addition to the changes listed above, the above numbers only reflect Local 455 Texas, not Louisiana, Local 540, or Local 2008.