

**2011 General Negotiations
Company Benefit Proposals
June 10, 2011**

Company Benefits Proposal #	Reference	Description
CB-1	Medical, Dental and Vision Agreement	Implement 15% dental plan premium cost sharing for employees.
CB-2	Medical, Dental and Vision Agreement	Implement plan design changes to dental benefits, including an increase in deductibles and improved preventive care.
CB-3	Medical, Dental and Vision Agreement	Implement 15% vision plan premium cost sharing for employees.
CB-4	Medical, Dental and Vision Agreement	Replace the VSP Signature Plan with the VSP Choice Plan.
CB-5	Benefit Agreement	Offer step-rated supplemental life insurance benefit option to employees that will replace the flat rate premium. Include spousal, child and accidental death and dismemberment insurance options. Offer enhanced will preparation benefits.
CB-6	Benefit Agreement	Update the monthly flat rate costs for supplemental life insurance in excess of the basic life insurance.
CB-7	Benefit Agreement	Replace current final pay defined benefit pension with a cash balance defined benefit plan for new hires.
CB-8	Medical, Dental and Vision Agreement	Placeholder- Health care plan changes.