

2017 BENEFITS COMPARISON BETWEEN MANAGEMENT/A&T AND UNION-REPRESENTED EMPLOYEES

Medical, Dental, Vision

BENEFITS	MANAGEMENT/A&T	UNION-REPRESENTED
Medical	<p>Medical Plan Design: Choice of Anthem or Kaiser Health Account Plan. Plan highlights include: \$1000 deductible, with maximum \$2000 deductible for family. Most services at 20% after deductible. Free services include 4 free primary care visits for each family member/year. Some drugs and lab tests offered at no cost.</p> <p>Monthly Cost: 7.5% of total premium</p> <p>Health Account: Employees with single coverage can earn up to \$1000/year in a health account to pay for medical, dental or vision expenses. Employees with family coverage can earn up to \$2000/year for medical/dental/vision expenses.</p>	<p>Medical Plan Design: Same as management.</p> <p>Monthly Cost: 7.5% of total premium</p> <p>Health Account: Same as Management</p>
Dental Plan	Delta Dental, cost is 7.5% of premium. 2017 cost to employees is \$4.36 (employee only)-\$12.64 (family)/month	Delta Dental – no cost to employee
Vision Plan	Vision Service Plan (VSP) – no cost	Vision Service Plan (VSP) – no cost

Medical, Dental and Vision Plan for Part-time Employees

Part-time employees who are Management/A&T received Medical Dental and Vision Benefits at the same rate as full-time employees. Union-represented employees pay premiums for Medical, Dental and Vision coverage based on the amount of time they work – for example, a union-represented employee who works half-time will pay half of the entire cost of their medical plan, plus 7.5%.

Retirement benefits for employees hired before 1/1/2013, and who do not elect the Cash Balance Plan

BENEFITS	MANAGEMENT/A&T	UNION-REPRESENTED
Retirement Plan (Pension)	<p>1.7% formula using final 36-month consecutive months average base pay. Can retire at 55/35 with no reduction.</p>	<p>Benefit formula of 1.5% < 25 yrs service plus 1.6% > 25 yrs service formula using employee's basic weekly pay rounded up to nearest \$10 and converted to equivalent monthly salary, (or actual monthly salary if applicable) on the 30th day preceding retirement/ termination date. Can retire at 55/30 with no reduction.</p>
	<p>If employees move to the bargaining unit (BU) plan, benefits earned under the management plan will not be reduced. At time of retirement, employee receives the greater of bargaining unit formula or "blended" formula</p>	

	(management formula for years as management + BU formula for years as BU). Retirement benefit is based on "credited service" which may or may not equal company service if employee hired prior to 1973 and may include bridged service.	
Retirement Savings Plan 401(k)	<ul style="list-style-type: none"> Upon employment, \$0.75 per dollar match up to 6% of base salary contribution 	<p>After 1 year of employment, \$0.60 per dollar match, up to 3 percent of covered compensation.</p> <ul style="list-style-type: none"> After three years of service, \$0.60 per dollar match up to 6 percent of covered compensation.

Retirement benefits for all employees hired on or after 1/1/2013, and for those who elect the Cash Balance Plan

BENEFITS	MANAGEMENT	UNION-REPRESENTED
Retirement Plan – Cash Balance Plan (Pension)	<ul style="list-style-type: none"> On the last day of each year, participants will be credited with Pay Credits equal to a percentage of base compensation, shift, Sunday and Nuclear premiums paid that year. Pay credits will range from 5-10% based on age and years of service 	<ul style="list-style-type: none"> Same as management
Retirement Savings Plan 401(k)	<ul style="list-style-type: none"> Upon employment, \$0.75 per dollar match up to 8% of base salary contribution 	<ul style="list-style-type: none"> After 1 year of employment, \$0.75 per dollar match up to 8% of base salary contribution

Life Insurance Benefits

BENEFITS	MANAGEMENT	UNION-REPRESENTED
Group Life Insurance/Accidental Death and Dismemberment (AD&D)	<ul style="list-style-type: none"> Company pays for \$10,000 of Group Life and \$10,000 of AD&D Can purchase Supplemental life and/or Voluntary AD&D up to 6x salary Voluntary insurance for spouse, domestic partners and children available Premiums rates based on age and smoker/non-smoker status 	<ul style="list-style-type: none"> Company pays for \$10,000 of Group Life and \$10,000 of AD&D Can purchase Supplemental life and/or Voluntary AD&D up to 6x salary Voluntary insurance for spouse, domestic partners and children available Premiums rates based on age
Post Retirement Life Insurance	\$8,000, \$50,000 or last 12 months of salary based on years of service and time in management position.	\$8,000