

Wage Proposal

G/I	9/7/2015	11/30/2015	9/5/2016	9/4/2017	11/27/2017	9/3/2018	9/2/2019	9/14/2020
	2.50%		3.00%	2.50%		2.75%	2.75%	3.00%
Interim G/I		0.25%			0.25%			

Tentative Agreement

Amir Zib
For the Company

Demetri Cakalakis
For the Union

Option Coverage Level	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022
Premium Plus Health Plan - Weekly Premium						
You Only	\$ 37.57	\$ 40.57	\$ 43.82	\$ 47.33	\$ 51.11	\$ 55.20
You + Spouse	\$ 86.56	\$ 93.49	\$ 100.97	\$ 109.04	\$ 117.77	\$ 127.19
You + Child	\$ 77.17	\$ 83.34	\$ 90.01	\$ 97.21	\$ 104.99	\$ 113.39
You + Family	\$ 115.50	\$ 124.74	\$ 134.72	\$ 145.50	\$ 157.14	\$ 169.71
Premium Health Plan - Weekly Premium						
You Only	\$ 13.45	\$ 14.53	\$ 15.69	\$ 16.95	\$ 18.30	\$ 19.77
You + Spouse	\$ 38.84	\$ 41.95	\$ 45.30	\$ 48.93	\$ 52.84	\$ 57.07
You + Child	\$ 33.76	\$ 36.46	\$ 39.38	\$ 42.53	\$ 45.93	\$ 49.61
You + Family	\$ 47.22	\$ 50.99	\$ 55.07	\$ 59.48	\$ 64.24	\$ 69.37
Value Health Plan - Weekly Premium						
You Only	\$ 9.90	\$ 10.69	\$ 11.55	\$ 12.47	\$ 13.47	\$ 14.55
You + Spouse	\$ 24.37	\$ 26.32	\$ 28.42	\$ 30.70	\$ 33.15	\$ 35.81
You + Child	\$ 21.07	\$ 22.75	\$ 24.58	\$ 26.54	\$ 28.66	\$ 30.96
You + Family	\$ 32.24	\$ 34.82	\$ 37.60	\$ 40.61	\$ 43.86	\$ 47.37
Kaiser Mid-Atlantic - Weekly Premium						
You Only	\$ 61.94	\$ 66.89	\$ 72.25	\$ 78.02	\$ 84.27	\$ 91.01
You + Spouse	\$ 161.19	\$ 174.09	\$ 188.01	\$ 203.06	\$ 219.30	\$ 236.84
You + Child	\$ 140.88	\$ 152.16	\$ 164.33	\$ 177.47	\$ 191.67	\$ 207.01
You + Family	\$ 218.31	\$ 235.77	\$ 254.63	\$ 275.00	\$ 297.01	\$ 320.77

10% trend assumed

for year 1

8% trend assumed

for Years 2- 6

Premium Plus Plan:

Deductible 1,500/2,250/3,000

HRA 700/1,000/1,400
Out of Pocket 4,000/6,000/8,000
Co-Insurance 80/20
RX 80/20 - No deductible

Premium Plan:

Deductible 1,650/2,475/3,300

HRA 300/450/600
Out of Pocket 5,000/7,500/10,000
Co-Insurance 80/20
RX 80/20 - No deductible

Value Plan:

Deductible 1,700/2,700/3,300
Health SavingsAcct 200

Out of Pocket 6,000/9,000/12,000
Co-Insurance 80/20
RX 80/20 - No deductible

Tentative Agreement

8/27/2015

For the Company

For the SEA

ALZ

WU

Option/Coverage	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022
Delta Preventive - Weekly Premium						
You Only	\$ 1.13	\$ 1.20	\$ 1.27	\$ 1.35	\$ 1.43	\$ 1.52
You + Spouse	\$ 2.28	\$ 2.42	\$ 2.56	\$ 2.71	\$ 2.88	\$ 3.05
You + Child	\$ 2.55	\$ 2.71	\$ 2.87	\$ 3.04	\$ 3.23	\$ 3.42
You + Family	\$ 5.38	\$ 5.71	\$ 6.05	\$ 6.41	\$ 6.80	\$ 7.21
Dental Care - Weekly Premium						
You Only	\$ 1.93	\$ 2.06	\$ 2.19	\$ 2.34	\$ 2.49	\$ 2.65
You + Spouse	\$ 5.14	\$ 5.47	\$ 5.83	\$ 6.21	\$ 6.61	\$ 7.04
You + Child	\$ 5.28	\$ 5.62	\$ 5.98	\$ 6.37	\$ 6.79	\$ 7.23
You + Family	\$ 8.10	\$ 8.62	\$ 9.18	\$ 9.78	\$ 10.41	\$ 11.09
Dental Care Plus - Weekly Premium						
You Only	\$ 3.67	\$ 3.91	\$ 4.16	\$ 4.43	\$ 4.72	\$ 5.02
You + Spouse	\$ 8.06	\$ 8.59	\$ 9.14	\$ 9.74	\$ 10.37	\$ 11.04
You + Child	\$ 7.95	\$ 8.46	\$ 9.01	\$ 9.60	\$ 10.22	\$ 10.89
You + Family	\$ 12.35	\$ 13.15	\$ 14.01	\$ 14.92	\$ 15.89	\$ 16.92
Cigna Dental HMO - Weekly Premium						
You Only	\$ 1.41	\$ 1.49	\$ 1.58	\$ 1.68	\$ 1.78	\$ 1.89
You + Spouse	\$ 3.69	\$ 3.91	\$ 4.14	\$ 4.39	\$ 4.66	\$ 4.94
You + Child	\$ 3.69	\$ 3.91	\$ 4.14	\$ 4.39	\$ 4.66	\$ 4.94
You + Family	\$ 6.24	\$ 6.62	\$ 7.02	\$ 7.44	\$ 7.88	\$ 8.36

Dental Care Plus & Dental Care:

Year 1 - 50% difference between rep & non-rep without escalation

Year 2 - 6 Escalate at 6.5%

Delta Preventive & Cigna Dental HMO

Current rep rate escalated at 6%

Tentative Agreement 8/27/2015

For the Company

ARZ
For the SEA

	Non Rep 2014/2015	Non Rep 2015/2016	Non Rep % Change	Rep 2015/2016	Rep Proposed 2016/2017	Rep 2016/2017 % Change from Non Rep 2015/2016	Rep 2016/2017 % Change from Rep 2015/2016
Vision Plan - Weekly Premium							
You Only	\$ 2.17	\$ 2.32	6.8%	\$ 0.57	\$ 0.60	-74.1%	6.0%
You + Spouse	\$ 3.54	\$ 3.78	6.8%	\$ 0.86	\$ 0.92	-75.7%	6.0%
You + Child	\$ 3.47	\$ 3.72	7.1%	\$ 0.86	\$ 0.92	-75.3%	6.0%
You + Family	\$ 5.71	\$ 6.11	7.0%	\$ 2.02	\$ 2.14	-65.0%	6.0%

Tentative Agreement 8/26/2015

For the Company

ARC

For the SEA

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