

## JULY 2007

### TENTATIVE IBEW / NATIONAL RAILROADS

#### AGREEMENT SUMMARY

##### WAGES & RULES:

This proposed agreement will provide for 17% increases in general wages over the five year contract period – which runs from January 1, 2005 through December 31, 2009. When this rate is compounded, the base wage increases a total of 18.2%.

Wage increases are as listed below:

July 1, 2005:	2.5%
July 1, 2006:	3.0%
July 1, 2007:	3.0%
July 1, 2008:	4.0%
July 1, 2009:	4.5%

These increases would be reflected in the current wages as follows:

Average Electrician's Hourly Rate On:

June 30, 2005:	\$21.25
July 1, 2005:	\$21.78
July 1, 2006:	\$22.43
July 1, 2007:	\$23.10
July 1, 2008:	\$24.02
July 1, 2009:	\$25.10

The average hourly Electrician's wages on June 30, 2005 of \$21.25 will rise to \$25.10 by July 1, 2009. Over the entire length of the contract, the agreement will generate on average an additional \$18, 500 per member, even after the increases in employee health and welfare contributions are subtracted out.

COLAs that were previously paid since January 1, 2005 will be deducted from any retroactive pay. There will be no post-contract COLAs in 2010; however, there will also be no increases in employee health and welfare contributions after January 1, 2010.

There are **no** work rule changes!

## **HEALTH & WELFARE CHANGES:**

Employee health and welfare contributions will be set at 15% of the carriers' insurance costs. The 2007 employee monthly cost-share amount will be \$166.25, retroactive to January 1, 2007. Based on current inflation trends to medical plan rates, the employees' monthly contribution is *estimated* to be \$177 in 2008 and \$192 in 2009. The employees' contribution amount can rise no higher than \$200 in 2010 (or the 2009 rate, whichever is greater), and it will remain there unless changed in the next agreement. The Managed Medical Care Program (MMCP) will be expanded to new areas so that the vast majority of our members will have access to the richer benefits of the MMCP plan. Members who currently reside in MMCP network areas will be required to enroll in MMCP.

Co-payments for office visits to in-network doctors (General Practice, Family Practice, Internal Medicine, Pediatrics, or OB-GYN) will change from \$15 to \$20 and to \$35 for visits to specialists. Co-payments for in-network urgent care will be \$25. Emergency room co-payments are \$50, but the participant will be reimbursed \$25 for genuine emergencies.

Under the MMCP, the individual out-of-network deductible will change from \$200 to \$300 per year. The family out-of-network deductible will change from \$600 to \$900 annually. Under the Comprehensive Health Care Benefit (CHCB), the individual deductible will increase from \$100 to \$200 per year, and the family deductible will increase from \$300 to \$400 annually.

Under both the MMCP (out-of-network) and the CHCB, the out-of-pocket maximums will increase from \$1,500 per person per year to \$2,000. The family out-of-pocket maximum will increase from \$3,000 to \$4,000. Any amounts already applied towards the deductible and/or out-of-pocket maximums in 2007 will be applied towards these new maximums.

Prescription drug co-payments will increase to \$10 for generic; \$20 for brand name; and \$30 non-formulary brand at retail pharmacies. A 90-day mail order supply will cost \$20 for generic; \$30 for brand name; and \$60 for non-formulary brand.

The medical plan will provide coverage for cochlear implants for treatment of hearing loss.

Supplemental sickness benefits will be adjusted upward to reflect increased pay rates, and the time limit for submitting benefit claims will be extended to sixty (60) days from the current twenty (20) days.