

2011-2014 Contractual Tentative Agreement - UMPNC/MNA Estimated Health Care Grid

2012 NO CHANGE <small>85/15 FT, PT Pre-2004, PT Post-2004</small>	BCBS CMM						HAP HMO						UM PREMIER CARE						BCBS PPO											
Tiers - Band 3 (Part Time- 80% Band 1)	Current 85/15	70/30 New Full Time	Part Time Pre-2004	Diff	70/30 Part Time Post-2004	Diff	Current 85/15	70/30 New Full Time	Part Time Pre-2004	Diff	70/30 Part Time Post-2004	Diff	Current 85/15	70/30 New Full Time	Part Time Pre-2004	Diff	70/30 Part Time Post-2004	Diff	Current 85/15	70/30 New Full Time	Part Time Pre-2004	Diff	70/30 Part Time Post-2004	Diff						
SINGLE																														
Full Time/Part Time																														
University Contribution	\$ 446.00		\$ 446.00		\$ 365.00		\$ 480.00		\$ 480.00		\$ 365.00		\$ 480.00		\$ 480.00		\$ 365.00		\$ 480.00		\$ 480.00		\$ 365.00		\$ 480.00		\$ 480.00		\$ 365.00	
Employee Contribution	\$ -		\$ -	\$ -	\$ 81.00	\$ -	\$ 43.00		\$ 43.00	\$ -	\$ 158.00	\$ -	\$ 7.00		\$ 7.00	\$ -	\$ 122.00	\$ -	\$ 88.00		\$ 88.00	\$ -	\$ 203.00	\$ -	\$ 88.00		\$ 88.00	\$ -	\$ 203.00	\$ -
2 ADULTS																														
Full Time/Part Time																														
University Contribution	\$ 827.00		\$ 827.00		\$ 623.00		\$ 827.00		\$ 827.00		\$ 623.00		\$ 827.00		\$ 827.00		\$ 623.00		\$ 827.00		\$ 827.00		\$ 623.00		\$ 827.00		\$ 827.00		\$ 623.00	
Employee Contribution	\$ 65.00		\$ 65.00	\$ -	\$ 269.00	\$ -	\$ 219.00		\$ 219.00	\$ -	\$ 423.00	\$ -	\$ 147.00		\$ 147.00	\$ -	\$ 351.00	\$ -	\$ 309.00		\$ 309.00	\$ -	\$ 513.00	\$ -	\$ 309.00		\$ 309.00	\$ -	\$ 513.00	\$ -
2 ADULTS and CHILDREN																														
Full Time/Part Time																														
University Contribution	\$ 1,092.00		\$ 1,092.00		\$ 846.00		\$ 1,092.00		\$ 1,092.00		\$ 846.00		\$ 1,092.00		\$ 1,092.00		\$ 846.00		\$ 1,092.00		\$ 1,092.00		\$ 846.00		\$ 1,092.00		\$ 1,092.00		\$ 846.00	
Employee Contribution	\$ 139.00		\$ 139.00	\$ -	\$ 385.00	\$ -	\$ 352.00		\$ 352.00	\$ -	\$ 598.00	\$ -	\$ 252.00		\$ 252.00	\$ -	\$ 498.00	\$ -	\$ 476.00		\$ 476.00	\$ -	\$ 722.00	\$ -	\$ 476.00		\$ 476.00	\$ -	\$ 722.00	\$ -
1 ADULT and CHILDREN																														
Full Time/Part Time																														
University Contribution	\$ 744.00		\$ 744.00		\$ 587.00		\$ 744.00		\$ 744.00		\$ 587.00		\$ 744.00		\$ 744.00		\$ 587.00		\$ 744.00		\$ 744.00		\$ 587.00		\$ 744.00		\$ 744.00		\$ 587.00	
Employee Contribution	\$ 41.00		\$ 41.00	\$ -	\$ 198.00	\$ -	\$ 177.00		\$ 177.00	\$ -	\$ 334.00	\$ -	\$ 113.00		\$ 113.00	\$ -	\$ 270.00	\$ -	\$ 256.00		\$ 256.00	\$ -	\$ 413.00	\$ -	\$ 256.00		\$ 256.00	\$ -	\$ 413.00	\$ -

2013 1/3 IMPLEMENTATION <small>(Estimated 7% Trend from 2012) 70/30 FT, PT Pre-2004, PT Post-2004</small>	BCBS CMM						HAP HMO						UM PREMIER CARE						BCBS PPO											
Tiers - Band 3 (Part Time- 80% Band 1)	Current 85/15	70/30 New Full Time	70/30 Part Time Pre-2004	Diff	70/30 Part Time Post-2004	Diff	Current 85/15	70/30 New Full Time	70/30 Part Time Pre-2004	Diff	70/30 Part Time Post-2004	Diff	Current 85/15	70/30 New Full Time	70/30 Part Time Pre-2004	Diff	70/30 Part Time Post-2004	Diff	Current 85/15	70/30 New Full Time	70/30 Part Time Pre-2004	Diff	70/30 Part Time Post-2004	Diff						
SINGLE																														
Full Time/Part Time																														
University Contribution	\$ 478.00	\$ 478.00	\$ 478.00		\$ 390.00		\$ 514.00	\$ 500.00	\$ 500.00		\$ 390.00		\$ 514.00	\$ 500.00	\$ 500.00		\$ 390.00		\$ 514.00	\$ 500.00	\$ 500.00		\$ 390.00		\$ 514.00	\$ 500.00	\$ 500.00		\$ 390.00	
Employee Contribution	\$ -	\$ -	\$ -	\$ -	\$ 88.00	\$ 88.00	\$ 46.00	\$ 60.00	\$ 60.00	\$ 14.00	\$ 170.00	\$ 124.00	\$ 7.00	\$ 21.00	\$ 21.00	\$ 14.00	\$ 131.00	\$ 124.00	\$ 94.00	\$ 108.00	\$ 108.00	\$ 14.00	\$ 218.00	\$ 124.00	\$ 94.00	\$ 108.00	\$ 108.00	\$ 14.00	\$ 218.00	\$ 124.00
2 ADULTS																														
Full Time/Part Time																														
University Contribution	\$ 886.00	\$ 848.00	\$ 848.00		\$ 666.00		\$ 886.00	\$ 848.00	\$ 848.00		\$ 666.00		\$ 886.00	\$ 848.00	\$ 848.00		\$ 666.00		\$ 886.00	\$ 848.00	\$ 848.00		\$ 666.00		\$ 886.00	\$ 848.00	\$ 848.00		\$ 666.00	
Employee Contribution	\$ 68.00	\$ 106.00	\$ 106.00	\$ 38.00	\$ 288.00	\$ 220.00	\$ 233.00	\$ 271.00	\$ 271.00	\$ 38.00	\$ 453.00	\$ 220.00	\$ 156.00	\$ 194.00	\$ 194.00	\$ 38.00	\$ 376.00	\$ 220.00	\$ 329.00	\$ 367.00	\$ 367.00	\$ 38.00	\$ 549.00	\$ 220.00	\$ 329.00	\$ 367.00	\$ 367.00	\$ 38.00	\$ 549.00	\$ 220.00
2 ADULTS and CHILDREN																														
Full Time/Part Time																														
University Contribution	\$ 1,168.00	\$ 1,128.00	\$ 1,128.00		\$ 905.00		\$ 1,168.00	\$ 1,128.00	\$ 1,128.00		\$ 905.00		\$ 1,168.00	\$ 1,128.00	\$ 1,128.00		\$ 905.00		\$ 1,168.00	\$ 1,128.00	\$ 1,128.00		\$ 905.00		\$ 1,168.00	\$ 1,128.00	\$ 1,128.00		\$ 905.00	
Employee Contribution	\$ 149.00	\$ 189.00	\$ 189.00	\$ 40.00	\$ 412.00	\$ 263.00	\$ 377.00	\$ 417.00	\$ 417.00	\$ 40.00	\$ 640.00	\$ 263.00	\$ 270.00	\$ 310.00	\$ 310.00	\$ 40.00	\$ 533.00	\$ 263.00	\$ 509.00	\$ 549.00	\$ 549.00	\$ 40.00	\$ 772.00	\$ 263.00	\$ 509.00	\$ 549.00	\$ 549.00	\$ 40.00	\$ 772.00	\$ 263.00
1 ADULT and CHILDREN																														
Full Time/Part Time																														
University Contribution	\$ 797.00	\$ 782.00	\$ 782.00		\$ 629.00		\$ 797.00	\$ 782.00	\$ 782.00		\$ 629.00		\$ 797.00	\$ 782.00	\$ 782.00		\$ 629.00		\$ 797.00	\$ 782.00	\$ 782.00		\$ 629.00		\$ 797.00	\$ 782.00	\$ 782.00		\$ 629.00	
Employee Contribution	\$ 43.00	\$ 58.00	\$ 58.00	\$ 15.00	\$ 211.00	\$ 168.00	\$ 189.00	\$ 204.00	\$ 204.00	\$ 15.00	\$ 357.00	\$ 168.00	\$ 120.00	\$ 135.00	\$ 135.00	\$ 15.00	\$ 288.00	\$ 168.00	\$ 273.00	\$ 288.00	\$ 288.00	\$ 15.00	\$ 441.00	\$ 168.00	\$ 273.00	\$ 288.00	\$ 288.00	\$ 15.00	\$ 441.00	\$ 168.00

This proposal is intended to summarize economic discussions of negotiations; it is not intended to replace or displace the rich and detailed negotiated language or tentative agreements intended or already in place.

2011-2014 Contractual Tentative Agreement - UMPNC/MNA Estimated Health Care Grid

2014 Jan-June 2/3 IMPLEMENTATION (Estimated 7% Trend from 2013) 70/30 FT, PT Pre-2004, PT Post-2004		BCBS CMM						HAP HMO						UM PREMIER CARE						BCBS PPO											
Tiers - Band 3 (Part Time- 80% Band 1)		Current 85/15	70/30 New Full Time	70/30 Part Time Pre-2004	Diff	70/30 Part Time Post-2004	Diff	Current 85/15	70/30 New Full Time	70/30 Part Time Pre-2004	Diff	70/30 Part Time Post-2004	Diff	Current 85/15	70/30 New Full Time	70/30 Part Time Pre-2004	Diff	70/30 Part Time Post-2004	Diff	Current 85/15	70/30 New Full Time	70/30 Part Time Pre-2004	Diff	70/30 Part Time Post-2004	Diff						
SINGLE Full Time/Part Time																															
University Contribution		\$ 511.00	\$ 511.00	\$ 511.00		\$ 418.00		\$ 550.00	\$ 520.00	\$ 520.00		\$ 418.00		\$ 550.00	\$ 520.00	\$ 520.00		\$ 418.00		\$ 550.00	\$ 520.00	\$ 520.00		\$ 418.00		\$ 550.00	\$ 520.00	\$ 520.00		\$ 418.00	
Employee Contribution		\$ -	\$ -	\$ -	\$ -	\$ 93.00	\$ 93.00	\$ 49.00	\$ 79.00	\$ 79.00	\$ 30.00	\$ 181.00	\$ 132.00	\$ 8.00	\$ 38.00	\$ 38.00	\$ 30.00	\$ 140.00	\$ 132.00	\$ 101.00	\$ 131.00	\$ 131.00	\$ 30.00	\$ 233.00	\$ 132.00	\$ 101.00	\$ 131.00	\$ 131.00	\$ 30.00	\$ 233.00	\$ 132.00
2 ADULTS Full Time/Part Time																															
University Contribution		\$ 947.00	\$ 866.00	\$ 866.00		\$ 714.00		\$ 947.00	\$ 866.00	\$ 866.00		\$ 714.00		\$ 947.00	\$ 866.00	\$ 866.00		\$ 714.00		\$ 947.00	\$ 866.00	\$ 866.00		\$ 714.00		\$ 947.00	\$ 866.00	\$ 866.00		\$ 714.00	
Employee Contribution		\$ 74.00	\$ 155.00	\$ 155.00	\$ 81.00	\$ 307.00	\$ 233.00	\$ 250.00	\$ 331.00	\$ 331.00	\$ 81.00	\$ 483.00	\$ 233.00	\$ 168.00	\$ 249.00	\$ 249.00	\$ 81.00	\$ 401.00	\$ 233.00	\$ 353.00	\$ 434.00	\$ 434.00	\$ 81.00	\$ 586.00	\$ 233.00	\$ 353.00	\$ 434.00	\$ 434.00	\$ 81.00	\$ 586.00	\$ 233.00
2 ADULTS and CHILDREN Full Time/Part Time																															
University Contribution		\$ 1,250.00	\$ 1,165.00	\$ 1,165.00		\$ 969.00		\$ 1,250.00	\$ 1,165.00	\$ 1,165.00		\$ 969.00		\$ 1,250.00	\$ 1,165.00	\$ 1,165.00		\$ 969.00		\$ 1,250.00	\$ 1,165.00	\$ 1,165.00		\$ 969.00		\$ 1,250.00	\$ 1,165.00	\$ 1,165.00		\$ 969.00	
Employee Contribution		\$ 159.00	\$ 244.00	\$ 244.00	\$ 85.00	\$ 440.00	\$ 281.00	\$ 403.00	\$ 488.00	\$ 488.00	\$ 85.00	\$ 684.00	\$ 281.00	\$ 289.00	\$ 374.00	\$ 374.00	\$ 85.00	\$ 570.00	\$ 281.00	\$ 545.00	\$ 630.00	\$ 630.00	\$ 85.00	\$ 826.00	\$ 281.00	\$ 545.00	\$ 630.00	\$ 630.00	\$ 85.00	\$ 826.00	\$ 281.00
1 ADULT and CHILDREN Full Time/Part Time																															
University Contribution		\$ 852.00	\$ 819.00	\$ 819.00		\$ 673.00		\$ 852.00	\$ 819.00	\$ 819.00		\$ 673.00		\$ 852.00	\$ 819.00	\$ 819.00		\$ 673.00		\$ 852.00	\$ 819.00	\$ 819.00		\$ 673.00		\$ 852.00	\$ 819.00	\$ 819.00		\$ 673.00	
Employee Contribution		\$ 46.00	\$ 79.00	\$ 79.00	\$ 33.00	\$ 225.00	\$ 179.00	\$ 202.00	\$ 235.00	\$ 235.00	\$ 33.00	\$ 381.00	\$ 179.00	\$ 129.00	\$ 162.00	\$ 162.00	\$ 33.00	\$ 308.00	\$ 179.00	\$ 292.00	\$ 325.00	\$ 325.00	\$ 33.00	\$ 471.00	\$ 179.00	\$ 292.00	\$ 325.00	\$ 325.00	\$ 33.00	\$ 471.00	\$ 179.00

2014 July-Dec FULL IMPLEMENTATION (Estimated 7% Trend from 2013) 70/30 FT, PT Pre-2004, PT Post-2004		BCBS CMM						HAP HMO						UM PREMIER CARE						BCBS PPO											
Tiers - Band 3 (Part Time- 80% Band 1)		Current 85/15	70/30 New Full Time	70/30 Part Time Pre-2004	Diff	70/30 Part Time Post-2004	Diff	Current 85/15	70/30 New Full Time	70/30 Part Time Pre-2004	Diff	70/30 Part Time Post-2004	Diff	Current 85/15	70/30 New Full Time	70/30 Part Time Pre-2004	Diff	70/30 Part Time Post-2004	Diff	Current 85/15	70/30 New Full Time	70/30 Part Time Pre-2004	Diff	70/30 Part Time Post-2004	Diff						
SINGLE Full Time/Part Time																															
University Contribution		\$ 511.00	\$ 505.00	\$ 505.00		\$ 418.00		\$ 550.00	\$ 505.00	\$ 505.00		\$ 418.00		\$ 550.00	\$ 505.00	\$ 505.00		\$ 418.00		\$ 550.00	\$ 505.00	\$ 505.00		\$ 418.00		\$ 550.00	\$ 505.00	\$ 505.00		\$ 418.00	
Employee Contribution		\$ -	\$ 6.00	\$ 6.00	\$ 6.00	\$ 93.00	\$ 93.00	\$ 49.00	\$ 94.00	\$ 94.00	\$ 45.00	\$ 181.00	\$ 132.00	\$ 8.00	\$ 53.00	\$ 53.00	\$ 45.00	\$ 140.00	\$ 132.00	\$ 101.00	\$ 146.00	\$ 146.00	\$ 45.00	\$ 233.00	\$ 132.00	\$ 101.00	\$ 146.00	\$ 146.00	\$ 45.00	\$ 233.00	\$ 132.00
2 ADULTS Full Time/Part Time																															
University Contribution		\$ 947.00	\$ 825.00	\$ 825.00		\$ 714.00		\$ 947.00	\$ 825.00	\$ 825.00		\$ 714.00		\$ 947.00	\$ 825.00	\$ 825.00		\$ 714.00		\$ 947.00	\$ 825.00	\$ 825.00		\$ 714.00		\$ 947.00	\$ 825.00	\$ 825.00		\$ 714.00	
Employee Contribution		\$ 74.00	\$ 196.00	\$ 196.00	\$ 122.00	\$ 307.00	\$ 233.00	\$ 250.00	\$ 372.00	\$ 372.00	\$ 122.00	\$ 483.00	\$ 233.00	\$ 168.00	\$ 290.00	\$ 290.00	\$ 122.00	\$ 401.00	\$ 233.00	\$ 353.00	\$ 475.00	\$ 475.00	\$ 122.00	\$ 586.00	\$ 233.00	\$ 353.00	\$ 475.00	\$ 475.00	\$ 122.00	\$ 586.00	\$ 233.00
2 ADULTS and CHILDREN Full Time/Part Time																															
University Contribution		\$ 1,250.00	\$ 1,122.00	\$ 1,122.00		\$ 969.00		\$ 1,250.00	\$ 1,122.00	\$ 1,122.00		\$ 969.00		\$ 1,250.00	\$ 1,122.00	\$ 1,122.00		\$ 969.00		\$ 1,250.00	\$ 1,122.00	\$ 1,122.00		\$ 969.00		\$ 1,250.00	\$ 1,122.00	\$ 1,122.00		\$ 969.00	
Employee Contribution		\$ 159.00	\$ 287.00	\$ 287.00	\$ 128.00	\$ 440.00	\$ 281.00	\$ 403.00	\$ 531.00	\$ 531.00	\$ 128.00	\$ 684.00	\$ 281.00	\$ 289.00	\$ 417.00	\$ 417.00	\$ 128.00	\$ 570.00	\$ 281.00	\$ 545.00	\$ 673.00	\$ 673.00	\$ 128.00	\$ 826.00	\$ 281.00	\$ 545.00	\$ 673.00	\$ 673.00	\$ 128.00	\$ 826.00	\$ 281.00
1 ADULT and CHILDREN Full Time/Part Time																															
University Contribution		\$ 852.00	\$ 803.00	\$ 803.00		\$ 673.00		\$ 852.00	\$ 803.00	\$ 803.00		\$ 673.00		\$ 852.00	\$ 803.00	\$ 803.00		\$ 673.00		\$ 852.00	\$ 803.00	\$ 803.00		\$ 673.00		\$ 852.00	\$ 803.00	\$ 803.00		\$ 673.00	
Employee Contribution		\$ 46.00	\$ 95.00	\$ 95.00	\$ 49.00	\$ 225.00	\$ 179.00	\$ 202.00	\$ 251.00	\$ 251.00	\$ 49.00	\$ 381.00	\$ 179.00	\$ 129.00	\$ 178.00	\$ 178.00	\$ 49.00	\$ 308.00	\$ 179.00	\$ 292.00	\$ 341.00	\$ 341.00	\$ 49.00	\$ 471.00	\$ 179.00	\$ 292.00	\$ 341.00	\$ 341.00	\$ 49.00	\$ 471.00	\$ 179.00

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