In 2018 negotiations, the Alliance continued the protection and improvement of key benefits that have been part of every National Agreement since 2000:

» Effective January 1, 2020, members will receive significant improvements in dental coverage across the Alliance. There will be one common dental plan nationally, except for members receiving dental benefits through local union trust funds and in Kaiser dental in the Northwest.

» Effective January 1, 2020, each region will have a standard health plan. For some members, this common plan is an improvement. For some others, the new plan includes a small increase in copays that is offset in value by the significant dental improvements.

» And next year there is another benefit improvement coming: In Regions Outside California, employees who retire starting January 1, 2021, will have a 25% increase in their retiree medical benefit!

Benefits for Alliance Members in the Colorado Region

**Dental:** We won significant improvements in dental benefits by moving to a common dental plan for Southern California, Colorado, Mid-Atlantic States and Georgia. These improvements can mean many hundreds of dollars in savings for those with significant dental care needs. With a crown costing between $800 to $1,200, Colorado Alliance members would save anywhere from $160 to $240 more with the new dental plan (a 20% increase in coverage).
Retiree Medical: In this round of negotiations, we won a significant improvement to the retiree Health Reimbursement Account (HRA) with a 25% increase for each year of service, raising the credit from $2,000 per year of service to $2,500 per year of service. This victory provides, on average, $12,000 more for ROC Alliance members retiring after December 31, 2020. Current employees retiring in 2021 and thereafter will benefit from a premium subsidy for themselves and their Medicare-eligible spouse, in addition to an enriched HRA, which will be reloaded with $10,000 on the retiree’s 85th birthday.

Those hired on or after January 1, 2021, would not be eligible for the premium subsidy, but the HRA increase far exceeds the value of the premium subsidy. New employees will continue to have an industry-leading retiree health benefit available to them to cover their health expenses when they become eligible in 2036.

Active Medical: There will be NO changes to active medical design or copays for Alliance members in Colorado. We fought to keep all active medical plans exactly the same for Colorado.