NEW BENEFITS FOR ALLIANCE MEMBERS IN 2020 AND 2021

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 Northwest Region

Dental Benefits: We won significant improvements in dental benefits by moving to a common dental plan for the Northwest region that features a copay design, rather than a coinsurance design. These improvements can mean many hundreds of dollars in savings for those with significant dental care needs. For example, with a crown costing between $800 to $1,200, Northwest Alliance members would save anywhere from $340 to $540 more with the new dental plan.

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. These new employees will continue to enjoy a great retiree health benefit available to them to cover their health expenses when they become eligible in 2036.

**Active Medical:** Our 2018 bargaining made changes to the active medical plan, creating a common plan design that will result in small copay increases for some. Starting in 2020, all Northwest Alliance members in non-flex plans will move to a plan with a $10 doctor’s office copay, a $10 specialty copay, and a $100 hospital admission copay. Prescriptions will be $10, with discounts for 90-day supplies through mail order. These changes increase office visits by $5, admissions by $100, and brand prescriptions by $5.

For the Alliance bargaining units in flexible benefits plans (OFNHP Pros/Labs and ILWU L28), we made improvements by moving to a standard package of health benefits that also feature a $10 office visit and $100 admissions copay. This new 2020 plan models the previously included Flex Plan B plus the improved dental benefit. Since the new, common medical plan is removed from the Benefits by Design Program, you do not need to use credits to purchase your medical plan; therefore, you will have fewer credits than in previous years. You can use your remaining flex credits to purchase optional life, accidental death and dismemberment, or disability insurance, depending on your employee group.

Our Unions are proud to negotiate common benefits that raise the standards of living for so many. While each individual’s situation is different, our package of negotiated improvements will offset the relatively small cost increases for some and will serve our members better in the long run. We will continue to enjoy outstanding industry-leading health plans — better than those of Kaiser Permanente managers, unrepresented employees, and the rest of the health care industry. And when we raise our standards, we help workers in other health care organizations raise their benefits, too, supporting health care workers everywhere.