

## Tentative 2018 Railroad National Agmt. Wage Increase & Health Care Cost Analysis

Total Cumulative Pay increases realized over term of agreement, together with adjustments for “WORST CASE SCENARIO” Health Care Increases from February 1, 2018 thru December 31, 2019.

**EMPLOYEE MONTHLY COST SHARE LOCKED IN AT \$228.89 UNTIL NEW AGREEMENT REACHED!**

**Approximate Total Cumulative Wage Gain (TCWG) Over Term of Agmt. 1-1-2015 thru 12-31-2019 = \$20,124**

- Single TCWG – After Worst Case Scenario H & W Increases - \$20,124 minus \$2,075 = **\$18,049**
- Family TCWG - After Worst Case Scenario H & W Increases - \$20,124 minus \$4,150 = **\$15,974**

**Approx. Cumulative Wage/Health Care Comparison for 2 Year Period Commencing 2/1/2018 thru 12/31/2019**

TCWG 2/1/2018 to 6/30/2019 - \$7,800      7/1/2019 to 12/31/2019 (6 mths.) - \$4,000      Total = **\$11,800**

**TCWG Minus H & W “WORST-CASE SCENARIO” Increases from Time of Implementation – 2/1/2018 - thru 12/31/2019**

- Single - \$11,800 - \$2,075 = **\$9,725**
- Family - \$11,800 - \$4,150 = **\$7,650**

### “Worst Case Scenario” Health Care Change Adjustments

<u>Single</u>			<u>Cost Increase Over Cur. Level</u>		
Current Deductible	2018 Deductible	2019 Deductible	2018	2019	2 Yr. Total
\$200	\$325	\$350	\$125	\$150	<u>\$275</u>
Current OOP Max	2018 OOP Max	2019 OOP Max			
\$1,000	\$1,800	\$2,000	\$800	\$1,000	<u>\$1,800</u>
<b><u>Single Total Additional H &amp; W Costs From 2/1/18 thru 12/31/19</u></b>					<b><u>\$2,075</u></b>

<u>Family – Emp. &amp; At Least 1 Dependent</u>			<u>Cost Increase Over Cur. Level</u>		
Current Deductible	2018 Deductible	2019 Deductible	2018	2019	2 Yr. Total
\$400	\$650	\$700	\$250	\$300	<u>\$550</u>
Current OOP Max	2018 OOP Max	2019 OOP Max			
\$2,000	\$3,600	\$4,000	\$1,600	\$2,000	<u>\$3,600</u>
<b><u>Family Total Additional H &amp; W Costs From 2/1/18 thru 12/31/19</u></b>					<b><u>\$4,150</u></b>

**Important points to remember:**

1. The income gains listed above are approximations based on “straight time hours” only, and do not reflect any overtime you may work.
2. Over the 40 months since 1-1-2015, you’ve already received approximately \$6,090 of \$20,124.
3. You can put no more out of your pocket in 2018, 2019 and thereafter than the increase in the “Out of Pocket – OOP – Maximums” as outlined above.
4. The above H & W calculations do not include the increases in doctor co-pays and prescription co-pays, which are modest increases.
5. Doctor co-pay increases – \$5 per visit. So, if you go to a doctor 10 times a year, that means that you will be paying \$50 more per year than you currently pay.
6. The above H & W figures are for “In-Network” services only.
7. Prescription co-pays – Modest increases that can only be calculated on an individual basis. But a worst-case scenario example would be if you take a “Non-Formulary” drug daily (the most expensive drugs), you will now have to pay \$120 for a 90-day supply, as opposed to \$90 for the same supply – an increase of \$30 per 90-day supply, resulting in an additional \$120 per year.
8. **EMPLOYEE MONTHLY COST SHARE LOCKED IN AT \$228.89 UNTIL NEW AGREEMENT REACHED!** If this were not locked in and the 15% Employee Monthly Cost Share were in effect, you’d be paying approximately \$265 per month!