



WASHINGTON
TEAMSTERS
WELFARE TRUST

RECEIVED
 OCT 21 2019

RECEIVED
 OCT 21 2019
 WC HUMAN RESOURCES

Contribution Rate Changes Effective January 1, 2020 (December 2019 hours)

The below 2020 rates will be reflected on the reporting forms to be sent to employers from the Trust Office for December 2019 hours (payment due in January 2020).

Plans available for new or renewing labor agreements	2019	2020	Increase /(Decrease)	
			\$	%
Medical				
Plan A	\$1,415.00	\$1,448.00	\$33.00	2.3%
Plan B	\$1,229.50	\$1,268.00	\$38.50	3.1%
Plan Z	\$1,148.80	\$1,196.00	\$47.20	4.1%
Employee Life/AD&D and Dependent Life				
Plan A \$30,000/\$3,000	\$ 8.60	\$ 8.60	No Change	
Plan B \$15,000/\$1,500	\$ 4.40	\$ 4.40	No Change	
Plan C \$ 5,000/\$ 500	\$ 1.60	\$ 1.60	No Change	
Employee Time Loss				
Plan E \$500/week	\$ 30.00	\$ 30.00	No Change	
Plan A \$400/week	\$ 18.00	\$ 18.00	No Change	
Plan B \$300/week	\$ 11.00	\$ 11.00	No Change	
Plan C \$200/week	\$ 6.00	\$ 6.00	No Change	
Plan D \$100/week	\$ 3.00	\$ 3.00	No Change	
9-Month Disability Waiver of Contributions Extension				
Medical Plans Only	\$ 11.40	\$ 11.40	No Change	
Dental				
Plan A	\$ 130.50	\$ 120.50	-\$10.00	-7.7%
Plan B	\$ 87.50	\$ 87.50	No Change	
Plan C	\$ 41.55	\$ 41.55	No Change	
Vision				
Plan EXT	\$ 17.10	\$ 17.10	No Change	
Domestic Partners				
Medical	\$ 18.00	\$ 18.00	No Change	
Dental	\$ 2.20	\$ 2.20	No Change	
Vision	\$ 0.20	\$ 0.20	No Change	
Plans no longer available for negotiation				
Medical Plan C *	\$ 992.55	\$1,062.00	\$69.45	7.0%

* Effective January 1, 2019 Medical Plan C is no longer a negotiable plan. Upon the expiration of Collective Bargaining Agreements with Medical Plan C, the Bargaining Parties must select another Trust medical plan or cease medical plan participation.

The 2020 contribution rates, along with the reserves of the Trust, are anticipated to be sufficient to fund the benefit plans for the full year. However, the benefits available under the Trust are self-funded and, as such, the Trustees cannot guarantee contribution rates.

RECEIVED
RECEIVED
805-1-100

Payroll Deductions

The Maintenance of Benefits provision in your labor agreement should address the collection of any employee payments through payroll deductions. If it does not, or you have questions about payroll deductions, you should address this matter with the other bargaining party. If negotiations are ongoing at the time of the rate change and the parties reach an agreement on benefit changes prior to the conclusion of negotiations, they should immediately submit a new Subscription Agreement to the Trust Office for the coverage agreed upon since only **prospective** changes in benefits can be accepted.

Annual Enrollment and Health Assessment

Annual enrollment is scheduled to begin by November 1, 2019 and to run through December 15, 2019. During annual enrollment participants will (1) be required to re-enroll and confirm or update their enrollment information; (2) have the individual choice of the bargained Trust medical plan or a Kaiser Permanente medical plan (unless they do not live in a Kaiser service area); and (3) have the option to complete the Health Assessment (HA). Participants who take the HA by December 15, 2019 will receive an annual deductible for 2020 that is \$200 less per person and up to \$600 less per family than if they do not. **If a participant is married or has a covered domestic partner, both must complete the HA to get the lower deductible.** Note: The Trust Office will again conduct and oversee the entire open enrollment process; employers are not required to do anything.

If you have questions about:	Contact:	Website
Medical, vision, or time loss benefits	Northwest Administrators at 800-932-4790	www.wateamsters.com/benefits
Dental benefits	Delta Dental at 800-554-1907	www.wateamsters.com/benefits/dental
Rx drug benefits and list of preferred brands (formulary)	MedImpact at 800-788-2949	www.wateamsters.com/benefits/prescription-coverage
Side-by-side comparison or assistance for bargaining parties	Northwest Administrators – Trust Administration at 206-926-2756 or 800-552-7334 ext. 2756	www.nwadmin.com
Contribution rates	Northwest Administrators at 800-458-3053	www.nwadmin.com