

Washington Teamsters Welfare Trust

Contribution Rate Changes Effective January 1, 2012 (December 2011 hours)

Plans available for new or renewing labor agreements	Current Rates	Rates Effective January 1, 2012	Increase / (Decrease)
Medical Plans			
Plan A	\$1,026.30	\$1,100.70	\$ 74.40
Plan B	\$ 903.10	\$ 964.90	\$ 61.80
Plan C	\$ 620.45	\$ 682.50	\$ 62.05
Employee Life/AD&D and Dependent Life Plans			
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 Plans			
Plan A \$400/week	\$ 19.00	\$ 16.00	(\$ 3.00)
Plan B \$300/week	\$ 11.50	\$ 12.00	\$ 0.50
Plan C \$200/week	\$ 6.00	\$ 5.00	(\$ 1.00)
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 Plans			
Plan A	\$132.20	\$125.59	(\$ 6.61)
Plan B	\$ 88.10	\$ 83.70	(\$ 4.40)
Plan C	\$ 41.95	\$ 39.85	(\$ 2.10)
Vision Plan			
Plan EXT	\$ 14.25	\$ 14.00	(\$ 0.25)
Domestic Partners			
Medical	\$ 14.00	\$ 14.00	No Change
Dental	\$ 2.20	\$ 2.20	No Change
Vision	\$.20	\$.20	No Change
Plans no longer available for negotiation	Current Rates	Rates Effective January 1, 2012	Increase/ (Decrease)
Medical Plan			
JC-28XL	\$1,051.10	\$1,119.80	\$ 68.70
WT-100	\$ 321.70	\$ 332.10	\$ 10.40
Employee Long Term Disability Plan			
LTD Plan	\$ 6.25	\$ 6.25	No Change

Notes: (1) The Medical Plan rates listed above **do not** include any amounts of Life, AD&D, Time Loss, 9-month Disability Waiver, or Domestic Partner benefits. (2) The LTD Plan and Medical Plan WT-100 are being phased out, the LTD plan effective October 1, 2008 and the WT-100 plan effective January 1, 2010. If already bargained into an agreement, they may only be continued until the term of the existing collective bargaining agreement. They may not continue with a renewal of that agreement or be added to any other agreement.

The January 2012 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.

The new rates will be reflected on the reporting forms to be sent to employers from the Trust Office for December 2011 hours (January 2012 payment). This is on the assumption the collective bargaining agreement(s) include a "maintenance of benefits" provision. If a bargaining agreement does not provide for covering a rate change/increase, the parties to the agreement should immediately address the matter. 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.