

UNITED AND CAL CONTRACT COMPARISONS

Mechanics' Contract

IAMAW Contract / United

ibt TA / Continental

MEDICAL BENEFITS

Medical language is protected by the Federal Law and the RLA in the IAMAW United mechanics contract language and cannot be changed unilaterally by the Company.

With the United agreement changes to mechanics' insurance benefits requires negotiation, and a vote by the membership

7 % annual premium increase limit

HMO Contribution is free in most states.

PPO Family Medical contribution
\$242.00 monthly premium.

Annual deductible
\$250 Single / \$500 Family

Out of Pocket Maximum
\$1500.00 Single \$3000.00 Family
includes deductible.

Medical language is not part of mechanics agreement. The company could change and/or eliminate existing employee Medical Benefits at anytime.

Under the teamster's agreement the company may adjust the plan and its costs at any time, as long as they make the change for all employees.

20% annual premium increase limit

No free HMO option anywhere for mechanics.

PPO Family Medical contribution
\$375.00 monthly premium.

Annual deductible
\$750 Individual / \$2250 Family

Out-of-Network:
\$3,000 Individual / \$9,000 Family

Out of Pocket Maximum
\$2500.00 Single / \$5000.00 Family
includes deductible, co pay not included.

Out-of-Network:
\$6,000 Individual / \$12,000 Family
includes deductible; Co pays not included.

Under the teamster's agreement the company may adjust the plan and its costs at any time, as long as they make the change for all employees.

But under our contract, any change to members' insurance benefits requires negotiation, and a vote by the Membership.