



2019 Pre-Merger UA Retiree Insurance Rates

Flight Attendant Traditional Plans

Pre-Medicare Retiree Traditional PPO Medical Plan (Retirees after July 1, 2003)

pm-UA	2019 Retiree Contributions			
	1 Adult	2 Adults	1 Adult + Child(ren)	2 Adults + Child(ren)
Retired with Fewer than 20 Years of Service (80%)	\$641.31	\$1346.75	\$1218.50	\$1923.94
Retired with 20 Through 24 Years of Service (60%)	\$480.98	\$1010.06	\$913.87	\$1442.95
Retired with Greater than 24 Years of Service (40%)	\$320.33	\$673.38	\$609.25	\$961.97

Post-Medicare Retiree Medical Plans (Retirees after July 1, 2003)

Retiree Post Medicare eligible plans are predicated on the retiree taking Medicare part A and part B.

pm-UA	2019 Post-Medicare Retiree Contributions		
	Full Rate	Company Subsidy	Monthly Contribution per person
Aetna Retiree Medical PPO	\$390.05	\$90.00	\$300.05
Aetna Medicare Select Plan	\$356.74	\$90.00	\$266.74
Prescription Drug Only Plan	\$220.94	\$90.00	\$130.94

Retiree Vision Plus plan

pm-UA	2019 Cost (COBRA)			
	Retiree only	Retiree+ Spouse	Retiree + Children	Family
	\$12.76	\$19.91	\$23.85	\$31.90

**2018 Pre-Merger CO/CMI
Retiree Bridge Medical Plan
Hired prior to August 28, 2016
Age 60-65 Retirees**

Section 24.B. pg. 24-2 of the CAL 2012-2014 CBA

- B. Flight attendants shall also be eligible to participate in a retiree bridge medical plan having the following attributes:
1. Participants must be between the ages of 60 and 65.
 2. At the time of retirement, the flight attendant's sick leave bank will enable her/him to participate in the contributory funding aspect of the plan by using fourteen (14) hours of sick leave for each month of such participation.
 3. The cost to the retiree will be the same as for an active employee for equivalent coverage provided that the retiree has sick leave in her/his bank at the time of retirement sufficient to span the time for which coverage is needed.
 4. If a flight attendant has insufficient sick leave in his/her bank to participate in the contributory funding

Benefits 24-2

aspect of the plan for any period of time for which the flight attendant is eligible and desires such coverage, s/he may obtain coverage at a non-contributory rate.

5. Coverage terminates at age 65.
6. Spouse/dependent coverage will be available on the same basis (contributory/non-contributory), but must terminate when the spouse/dependent reaches age 65 or the retiree dies (except that upon the flight attendant's death, the spouse/dependent may elect to use any remaining sick leave in the manner described above, and then will be eligible for COBRA coverage).

See ACTIVE rates for these Flight Attendants.

2018 Pre-Merger CO/CMI

Hired prior to August 28, 2016 **Without** sufficient sick leave for Retiree Medical Bridge **Age 60-65 Retirees**

When sick back hours are exhausted or not available, the retiree may elect to continue under the Regular Retiree Medical Program up to age 65.

There is a currently a disagreement between the company and the Union on how these rates are calculated. The issue is currently being reviewed under the dispute resolution process for the implementation of the JCBA.