

# **Machinists Local Lodge 709, IAMAW • AFL-CIO**

## **2018 CONTRACT BENEFITS GUIDE**

### **Lockheed Represented Employees Only**

#### **Active Employee Medical**

- ❖ Blue Cross still available (85/15) for employees hired before March 2014.
- ❖ Healthworks available to all employees until December 31, 2018.
- ❖ High Deductible Health Plan (HDHP) will replace Healthworks January 1, 2019 for employees hiring after March 2014 and be an option replacing Healthworks for all other active employees.
- ❖ Employees enrolling in HDHP in 2019 will receive \$1250 (single) or \$2500 (family) into Health Spending Account.

#### **Early Retiree Medical (Age 55 – 65 years) Hired before March 2015**

- ❖ Early Retirees retiring prior to December 31, 2018 will keep Healthworks as an option for the duration of Union Contract or turning 65, not HDHP.
- ❖ Early Retirees retiring after January 1, 2019 will have HDHP instead of Healthworks as an option.
- ❖ Early Retirees retiring after July 1, 2018 will have Kaiser as an option.
- ❖ Effective January 1, 2019 all past, present and future Early Retirees will have Kaiser HMO as a medical option.

#### **Medicare Retirees (65 and Over and under Age 65 if Disabled)**

- ❖ Age 65 and older retiring before July 1, 2018 will keep MERMP at \$75,000 maximum.
- ❖ All Current Medicare Retirees on MERMP will have their lifetime maximum increased from \$23,000 and \$30,000 to \$75,000 effective January 1, 2018. Claims for 2018 that exceeded the original lifetime maximum will be reprocessed and paid as soon as administratively practicable.
- ❖ Effective 2019 all Medicare Retirees who ran out of money (MERMP) and dropped the plan in the past will be given the opportunity to re-enroll if desired.
- ❖ All Medicare “65 and over” retiring after July 1, 2018 will be eligible for the new VIA Benefits instead of MERMP.
- ❖ Medicare Retirees choosing VIA when becoming eligible will received \$175 monthly plus an additional \$175 for spouse into Health Account (HRA).
- ❖ Employees retiring before July 1, 2018 will not be eligible for VIA benefits and keep MERMP.
- ❖ Retirees who retire after July 1, 2018 and become eligible (65) for VIA benefits and don't elect VIA benefits can enroll at future annual enrollment period, but will not receive the \$175 subsidy.
- ❖ Medicare Disability Retirees will not be eligible for VIA benefits and will still have the MERMP option.

- Short Term Disability increased from \$370 to \$410 effective July 1, 2018 for new claims.
- Basic Life Insurance increased from \$38,000 to \$43,000 effective January 1, 2019.
- Accidental Death Dismemberment increased from \$38,000 to \$43,000 effective January 1, 2019.
- Dental New Plan Options increased annual maximum from \$1,300 to \$1,500 (Dental Plan Core) and from \$1,700 to \$2,000 (Dental Plan Enhanced) effective January 1, 2019.
- 401K Matched Savings increased from 50% of \$78 to 50% of \$84 (\$3 increase).
- HCAP for Employees after 2011 increased from \$400 per quarter to \$500 per quarter.
- Basic Benefit, Employees hired before March 2005 increased from \$70 per quarter to \$75 per quarter, employees hired after March 2005 increased from \$110 per quarter to \$120 per quarter.
- Pension Increased from \$95 to \$100 Retroactive to January 1, 2018.
- Employees retiring after January 1, 2022 pension will increase to \$102 per month.
- 40 Year pension multiplier cap being eliminated.
- \$4200.00 Ratification Bonus to be paid by May 5, 2018.
- Those who are retiring in the year of 2018 will be receiving an additional \$1000.00 bonus in their last check or when administratively possible.