



WASHINGTON
TEAMSTERS
WELFARE TRUST

Garbage/Office
Recycling

Contribution Rate Changes Effective January 1, 2019 (December 2018 hours)

The below 2019 rates will be reflected on the reporting forms to be sent to employers from the Trust Office for December 2018 hours (payment due in January 2019).

Plans available for new or renewing labor agreements	2018	2019	Increase/(Decrease)	
			\$	%
Medical				
Plan A	\$1,367.40	\$1,415.00	\$47.60	3.5%
Plan B	\$1,191.30	\$1,229.50	\$38.20	3.2%
Plan Z	\$1,065.27	\$1,148.80	\$83.53	7.8%
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	\$ 25.00	\$ 30.00	\$5.00	20.0%
Plan A \$400/week	\$ 16.00	\$ 18.00	\$2.00	12.5%
Plan B \$300/week	\$ 12.00	\$ 11.00	(\$1.00)	(8.3%)
Plan C \$200/week	\$ 8.00	\$ 6.00	(\$2.00)	(25.0%)
Plan D \$100/week	\$ 4.00	\$ 3.00	(\$1.00)	(25.0%)
9-Month Disability Waiver of Contributions Extension				
Medical Plans Only	\$ 11.40	\$ 11.40	No Change	
Dental				
Plan A	\$ 130.50	\$ 130.50	No Change	
Plan B	\$ 87.50	\$ 87.50	No Change	
Plan C	\$ 39.85	\$ 41.55	\$1.70	4.3%
Vision				
Plan EXT	\$ 14.90	\$ 17.10	\$2.20	14.8%
Domestic Partners				
Medical	\$ 14.00	\$ 18.00	\$4.00	28.5%
Dental	\$ 2.20	\$ 2.20	No Change	
Vision	\$ 0.20	\$ 0.20	No Change	
Plans no longer available for negotiation				
Medical Plan C *	\$ 954.00	\$ 992.55	\$38.55	4.0%

* 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 2019 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.

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.

K - 2018 1314.70 2019 - 1353.10 diff = 38.40
 G - 2018 - 1548.80 2019 - 1600.60 diff = 51.80