

Oak Ridge (UCOR)

Salaried & Y-12 ATLC = Plan A or CDHP; USW & ORNL ATLC = Plan B or CDHP

2020 Rates: Version 7 - 10/22/2019

UCOR Active Employee	Employee Per Pa Period Cost	Employee Monthly Cost	Company Monthly Cos	Total Monthly Cos
Medical/Rx UCOR				
<i>Salaried, ATLC Y-12 - UCOR Plan A</i>				
Single	45.55	182.20	728.94	911.14
Dual	96.57	386.28	1,545.31	1,931.59
Family	141.22	564.88	2,259.60	2,824.48
<i>ATLC-ORNL, USW - UCOR Plan B</i>				
Single	54.98	219.92	879.82	1,099.74
Dual	116.82	467.28	1,869.17	2,336.45
Family	170.06	680.24	2,721.06	3,401.30
<i>Salaried, USW, ATLC - UCOR CDHP</i>				
Single	24.45	97.80	692.50	790.30
Dual	51.37	205.48	1,454.13	1,659.61
Family	73.38	293.52	2,077.35	2,370.87
Vision				
<i>Salaried, USW, ATLC - UCOR A1</i>				
Single	0.51	2.04	8.32	10.36
Dual	0.75	3.00	12.04	15.04
Family	1.34	5.36	21.56	26.92
Dental				
<i>Salaried - A1</i>				
Single		13.26	19.91	33.17
Dual		27.45	41.19	68.64
Family		41.73	62.61	104.34
<i>USW, ATLC - A4</i>				
Single		6.63	26.54	33.17
Dual		13.72	54.92	68.64
Family		20.86	83.48	104.34

ETTP Retiree (Pre-Age 65)		Retiree Monthly Cost	Company Monthly Cos	Total Monthly Cos
Medical/Rx				
<i>Salaried/ATLC/USW - ETTP RT Plan E/ESPU65</i>				
Single		344.94	804.88	1,149.82
Dual		731.28	1,706.33	2,437.61
Family		1,069.32	2,495.09	3,564.41
Vision				
<i>Salaried/ATLC/USW - ETTP RT Plan E/ESPU65</i>				

	Single		3.36	7.84	11.20
	Dual		4.87	11.39	16.26
	Family		8.73	20.38	29.11
Dental					
Salaried, ATLC, USW RT ETPP A2/A22					
	Single		13.11	19.67	32.78
	Dual		27.12	40.70	67.82
	Family		41.23	61.85	103.08
UCOR COBRA (with 2%)					
Medical/Rx Only					
Salaried - Plan A					
	Single				929.36
	Dual				1,970.22
	Family				2,880.96
ATLC, USW - Plan B					
	Single				1,121.73
	Dual				2,383.17
	Family				3,469.32
Salaried, USW, ATLC - CDHP					
	Single				806.10
	Dual				1,692.80
	Family				2,418.28
Vision					
Salaried, USW, ATLC					
	Single				10.56
	Dual				15.34
	Family				27.45
Dental					
Salaried, USW, ATLC					
	Single				33.83
	Dual				70.00
	Family				106.42
ETTP Salaried, USW, ATLC Life Rates					
Employee Basic Life (Rate per \$1,000 per month) - Employee and Employer Paid					
Total Rate					\$0.280
Employee Cost Share (Rate per \$1,000)					\$0.140
Employer Cost Share (Rate per \$1,000)					\$0.140
Employee Supplemental Life (Rate per \$1,000 per month) - Employee Paid					
< 30					\$0.060
30-34					\$0.080

35-39		\$0.090
40-44		\$0.100
45-49		\$0.190
50-54		\$0.300
55-59		\$0.505
60-64		\$0.800
65-69		\$1.270
70-74		\$2.060
75-79		\$3.340
80-84		\$5.410
85-89		\$8.760
Optional Dependent Life - Spouse (Rate per \$1,000 per month) - Employee Paid		
< 30		\$0.06
30-34		\$0.08
35-39		\$0.11
40-44		\$0.17
45-49		\$0.27
50-54		\$0.42
55-59		\$0.66
60-64		\$1.07
65+		\$1.72
Optional Dependent Life - Child - Rate per month for \$10,000 coverage - Employee Paid		
Per Employee per Month		\$0.99
Long-Term Disability (Rate per \$100 of covered monthly pay) - Salaried		
40% Benefit - Employer Paid		\$1.05
60% Benefit - Employee paid buy-up		\$0.37
Long-Term Disability (Rate per \$100 of covered monthly pay) - USW, ATLC		
60% Benefit - Employer Paid		\$1.11
Special Accident Plan - Rates per \$10,000 of Principal Sum - Employee Paid		
Salaried		
Employee Only		\$0.22
Family		\$0.42
Hourly - USW, ATLC		
Employee Only		\$0.30
Family		\$0.57

