

SOC Co

USW = Plan C or CDHP

2026 Monthly Rates

Portsmouth Active Employee	Employee Per Pay Period Cost	Company Per Pay Period Cost	Employee Monthly Cost	Company Monthly Cost	Total Monthly Cost
Medical/Rx					
USW - ORRCC Plan C					
Single	139.61	418.81	604.96	1,814.88	2,419.84
Dual	275.21	825.62	1,192.56	3,577.69	4,770.25
Family	387.37	1,162.11	1,678.60	5,035.81	6,714.41
USW - ORRCC CDHP					
Single	29.97	186.51	129.88	808.20	938.08
Dual	62.94	391.67	272.76	1,697.21	1,969.97
Family	89.93	559.51	389.68	2,424.55	2,814.23
Vision					
USW - ORRCC					
Single	0.65	1.93	2.80	8.40	11.20
Dual	0.94	2.81	4.06	12.20	16.26
Family	1.68	5.04	7.27	21.84	29.11
Dental					
USW - ORRCC					
Single	1.89	5.67	8.19	24.59	32.78
Family	5.67	17.00	24.56	73.69	98.25
Portsmouth Retiree (Pre-Age 65)			Retiree Monthly Cost	Company Monthly Cost	Total Monthly Cost
Medical/Rx					
Salaried/USW - ORRCC Retiree Plan E					
Single			415.04	968.44	1,383.48
Dual			879.89	2,053.09	2,932.98
Family			1,286.63	3,002.15	4,288.78
Vision					
Salaried/USW - ORRCC Retiree					
Single			3.36	7.84	11.20
Dual			4.87	11.39	16.26
Family			8.73	20.38	29.11
Dental					
Salaried - ORRCC Retiree Plan A					
Single			13.96	20.95	34.91
Dual			28.89	43.34	72.23
Family			43.91	65.87	109.78
USW - ORRCC Retiree Plan B					
Single			13.11	19.67	32.78
Family			39.30	58.95	98.25
ORRCC COBRA (monthly with 2%)					
Medical/Rx					
USW - Plan C			Base Rate	2% Admin	COBRA Rate
Single			2,419.84	48.40	2,468.24
Dual			4,770.25	95.41	4,865.66
Family			6,714.41	134.29	6,848.70
USW - CDHP					
Single			938.08	18.76	956.84
Dual			1,969.97	39.40	2,009.37
Family			2,814.23	56.28	2,870.51
Vision					
USW					
Single			11.20	0.22	11.42
Dual			16.26	0.33	16.59
Family			29.11	0.58	29.69
Dental					
Dental A1, A4 - UCOR (Oak Ridge) Active Salaried, USW					
Single			37.32	0.75	38.07
Dual			77.20	1.54	78.74
Family			117.36	2.35	119.71
Dental A2, A3 - ORRCC USW					
Single			34.91	0.70	35.61
Dual			72.23	1.44	73.67
Family			109.78	2.20	111.98
Dental B1, B2 - ORRCC USW					
Single			32.78	0.66	33.44
Family			98.25	1.97	100.22

ORRCC Salaried/USW Life Rates			
Employee Basic Life (monthly rate per \$1,000) - Employee and Employer Paid			
Bargaining Unit Rate - Employer Paid			\$0.280
Employee Cost Share - Salaried			\$0.140
Employer Cost Share - Salaried			\$0.140
Pre-65 Retiree Basic Life (monthly rate per \$1,000) - SPLIT 50/50 BETWEEN EE AND ER			
	Employee	Employer	Total
50-54	\$0.064	\$0.064	\$0.128
55-59	\$0.104	\$0.104	\$0.208
60-64	\$0.166	\$0.167	\$0.333
Retiree Basic Life (monthly rate per \$1,000)- Employer Paid			
65-69			\$0.420
70-74			\$0.687
75-79			\$1.172
80-84			\$2.039
85-89			\$3.573
90-94			\$6.040
95+			\$9.005
Employee Supplemental Life (monthly rate per \$1,000) - Employee Paid			
< 30			\$0.060
30-34			\$0.080
35-39			\$0.092
40-44			\$0.100
45-49			\$0.188
50-54			\$0.300
55-59			\$0.504
60-64			\$0.800
65-69			\$1.272
70-74			\$2.060
75-79			\$3.340
80-84			\$5.412
85-89			\$8.760
Optional Dependent Life - Spouse (monthly rate per \$1,000) - Employee Paid - Salaried Only			
< 30			\$0.060
30-34			\$0.080
35-39			\$0.108
40-44			\$0.168
45-49			\$0.268
50-54			\$0.420
55-59			\$0.660
60-64			\$1.068
65+			\$1.720
Optional Dependent Life - Child - Rate per month for \$10,000 coverage - Employee Paid - Salaried Only			
Per Employee per Month			\$0.960