

Operating Engineers Public & Miscellaneous Employees Health and Welfare Trust Fund

Approved Active Employer Contribution Rates Effective January 1, 2025 (Flat % Increase)

	Current							Approved Active Employer Contribution Rates										Percentage Change								
	Effective January 1, 2024							Effective January 1, 2025						Effective January 1, 2025												
	Plan A	Plan B	Plan C	Plan D	Kaiser A	Kaiser B	Kaiser A+	Plan A	Plan B	Plan C	Plan D	Plan E	Plan F	Kaiser A	Kaiser B	Kaiser A+	Kaiser D	Kaiser E	Plan A	Plan B	Plan C	Plan D	Kaiser A	Kaiser B	Kaiser A+	
Full Benefits																										
Single	\$1,157	\$1,131	\$1,058	\$1,031	\$1,032	\$1,089	\$879	\$1,238	\$1,210	\$1,132	\$1,103	\$1,009	\$951	\$1,104	\$1,166	\$941	\$876	\$818	7.0%	7.0%	7.0%	7.0%	7.0%	7.0%	7.0%	7.0%
Two-Party	2,314	2,261	2,116	2,061	2,064	2,179	1,761	2,476	2,420	2,264	2,205	1,980	1,856	2,208	2,331	1,884	1,752	1,637	7.0%	7.0%	7.0%	7.0%	7.0%	7.0%	7.0%	7.0%
Family	3,124	3,053	2,857	2,782	2,692	2,842	2,305	3,343	3,266	3,057	2,977	2,657	2,485	2,881	3,041	2,466	2,287	2,138	7.0%	7.0%	7.0%	7.0%	7.0%	7.0%	7.0%	7.0%
Medical & Rx																										
Single	\$1,088	\$1,062	\$989	\$962	\$957	\$1,015	\$804	\$1,164	\$1,136	\$1,058	\$1,029	\$938	\$881	\$1,024	\$1,086	\$861	\$796	\$738	7.0%	7.0%	7.0%	7.0%	7.0%	7.0%	7.0%	7.0%
Two-Party	2,177	2,123	1,978	1,923	1,914	2,030	1,611	2,329	2,271	2,116	2,057	1,837	1,714	2,048	2,172	1,724	1,591	1,476	7.0%	7.0%	7.0%	7.0%	7.0%	7.0%	7.0%	7.0%
Family	2,939	2,867	2,671	2,597	2,491	2,640	2,103	3,144	3,067	2,858	2,778	2,463	2,292	2,665	2,825	2,250	2,071	1,922	7.0%	7.0%	7.0%	7.0%	7.0%	7.0%	7.0%	7.0%
Vision																										
Single	\$42	\$42	\$42	\$42	\$42	\$42	\$42	\$50	\$50	\$50	\$50	\$50	\$50	\$50	\$50	\$50	\$50	\$50	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%
Two-Party	84	84	84	84	84	84	84	101	101	101	101	101	101	101	101	101	101	101	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%
Family	112	112	112	112	112	112	112	134	134	134	134	134	134	134	134	134	134	134	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%
Dental																										
Single	\$91	\$91	\$91	\$91	\$91	\$91	\$91	\$109	\$109	\$109	\$109	\$109	\$109	\$109	\$109	\$109	\$109	\$109	19.7%	19.7%	19.7%	19.7%	19.7%	19.7%	19.7%	19.7%
Two-Party	183	183	183	183	183	183	183	219	219	219	219	219	219	219	219	219	219	219	19.7%	19.7%	19.7%	19.7%	19.7%	19.7%	19.7%	19.7%
Family	246	246	246	246	246	246	246	295	295	295	295	295	295	295	295	295	295	295	19.7%	19.7%	19.7%	19.7%	19.7%	19.7%	19.7%	19.7%
Vision & Dental																										
Single	\$97	\$97	\$97	\$97	\$97	\$97	\$97	\$116	\$116	\$116	\$116	\$116	\$116	\$116	\$116	\$116	\$116	\$116	19.6%	19.6%	19.6%	19.6%	19.6%	19.6%	19.6%	19.6%
Two-Party	194	194	194	194	194	194	194	232	232	232	232	232	232	232	232	232	232	232	19.6%	19.6%	19.6%	19.6%	19.6%	19.6%	19.6%	19.6%
Family	262	262	262	262	262	262	262	313	313	313	313	313	313	313	313	313	313	313	19.6%	19.6%	19.6%	19.6%	19.6%	19.6%	19.6%	19.6%

(1) Full Benefits include medical, prescription drug, dental, vision, and operating expenses.
 (2) Standard Life/ AD&D benefits are included in the medical plan.
 (3) ACA Comparative Research fee is included.

Operating Engineers Public & Miscellaneous Employees Health and Welfare Trust Fund

Proposed Kaiser Medicare Retiree Employer Contribution Rates Effective January 1, 2025

	Approved Retiree Employer Contribution Rates																Proposed Contribution Rates			
	Non-Medicare Retirees											Medicare Retirees					Medicare Retirees			
	Plan A	Plan B	Plan C	Plan D	Plan E	Plan F	Kaiser A	Kaiser B	Kaiser A+	Kaiser D	Kaiser E	Plan A	Plan B	Plan C	Plan D	Plan E	Plan F	Kaiser A	Kaiser B	Kaiser Plan A+/D/E
Full Benefits ⁽¹⁾																				
Single	\$1,238	\$1,210	\$1,132	\$1,103	\$1,009	\$951	\$1,104	\$1,166	\$941	\$876	\$818	\$1,238	\$1,210	\$1,132	\$1,103	\$1,009	\$951	\$514	\$491	\$403
Two-Party	2,476	2,420	2,264	2,205	1,980	1,856	2,208	2,331	1,884	1,752	1,637	2,476	2,420	2,264	2,205	1,980	1,856	1,027	983	\$806
Family	3,343	3,266	3,057	2,977	2,657	2,485	2,881	3,041	2,466	2,287	2,138	3,343	3,266	3,057	2,977	2,657	2,485	1,520	1,454	\$1,188
Medical & Rx																				
Single	\$1,164	\$1,136	\$1,058	\$1,029	\$938	\$881	\$1,024	\$1,086	\$861	\$796	\$738	\$1,164	\$1,136	\$1,058	\$1,029	\$938	\$881	\$443	\$421	\$332
Two-Party	2,329	2,271	2,116	2,057	1,837	1,714	2,048	2,172	1,724	1,591	1,476	2,329	2,271	2,116	2,057	1,837	1,714	886	842	\$665
Family	3,144	3,067	2,858	2,778	2,463	2,292	2,665	2,825	2,250	2,071	1,922	3,144	3,067	2,858	2,778	2,463	2,292	1,321	1,255	\$989
Vision																				
Single	\$50	\$50	\$50	\$50	\$50	\$50	\$50	\$50	\$50	\$50	\$50	\$50	\$50	\$50	\$50	\$50	\$50	\$50	\$50	\$50
Two-Party	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101	\$101
Family	134	134	134	134	134	134	134	134	134	134	134	134	134	134	134	134	134	134	134	\$134
Dental																				
Single	\$109	\$109	\$109	\$109	\$109	\$109	\$109	\$109	\$109	\$109	\$109	\$109	\$109	\$109	\$109	\$109	\$109	\$109	\$109	\$109
Two-Party	219	219	219	219	219	219	219	219	219	219	219	219	219	219	219	219	219	219	219	219
Family	295	295	295	295	295	295	295	295	295	295	295	295	295	295	295	295	295	295	295	295
Vision & Dental																				
Single	\$116	\$116	\$116	\$116	\$116	\$116	\$116	\$116	\$116	\$116	\$116	\$116	\$116	\$116	\$116	\$116	\$116	\$116	\$116	\$116
Two-Party	232	232	232	232	232	232	232	232	232	232	232	232	232	232	232	232	232	232	232	232
Family	313	313	313	313	313	313	313	313	313	313	313	313	313	313	313	313	313	313	313	313

(1) Full Benefits include medical, prescription drug, dental, vision, and operating expenses.

Operating Engineers Public & Miscellaneous Employees Health and Welfare Trust Fund

Approved Add-on Benefits Employer Contribution Rates Effective January 1, 2025

ARP benefits for contracts where there is an additional charge for ARP and/ or Burial Expense:	
(Add as administratively appropriate)	
ARP Benefits	\$1
Burial Expense	\$1

Orthodontic Benefit (rate per employee)	
Orthodontic (Children Only)	\$15
Orthodontic (Family)	\$30

Additional Life/ AD&D Benefits	
\$25,000	\$6
\$37,500	\$8.60
\$75,000	\$16.50