

ATTACHMENT #2

<b>Health Care and Rx Cost Sharing</b>				
<b>New Union Contract</b>	<b>BU Implementation Date</b>	<b>Current Non-barg Cost</b>	<b>NBU Implementation Date</b>	<b>Proposed for NBU</b>
5% premium sharing	January 1 <sup>st</sup> , 2005	10% premium sharing	July 1 <sup>st</sup> 2004	5%, effective November 1, 2004
\$100/\$200 deductible	9/01/05	\$100/\$200 deductible	Set to implement 1/1/05	Implement 9/01/05
\$75 emergency room co-pay	9/01/05	\$75 emergency room co-pay	July 1 <sup>st</sup> , 2004	Leave as-is
\$10 office co-pay	9/01/05	\$20 office co-pay	July 1 <sup>st</sup> , 2004	\$10 effective 11/1/04
Rx co-pay \$5/\$15 (up from \$2/\$12)	9/01/05	\$5/\$15	July 1 <sup>st</sup> , 2004	Leave as-is

<b>Contributions in lieu of Corporate Incentive Plan</b>				
BU: 457 \$1,000 contribution; match \$.75 to \$1.00 on additional employee contributions over \$1,000 up to a maximum of \$500.	CY 2005 January 2005	NBU: 457 \$1,000 contribution; match \$.75 to \$1.00 on additional employee contributions over \$1,000 up to a maximum of \$500.	CY 2005 January 2005	