

|   |                  |                      |                      |               |                      |                      |                     |                      |                      |
|---|------------------|----------------------|----------------------|---------------|----------------------|----------------------|---------------------|----------------------|----------------------|
| <b>Union Proposal 5 to Haug's - 4.9.25</b>  |                  |                      |                      |               |                      |                      |                     |                      |                      |
|   |                  |                      |                      |               |                      |                      |                     |                      |                      |
| <b>Effective March 2025</b>   | <b>Full Time</b> |                      |                      | <b>Mod PT</b> |                      |                      | <b>All Other PT</b> |                      |                      |
|   | <b>TOTAL</b>     | <b>Employer Cost</b> | <b>Employee Cost</b> | <b>TOTAL</b>  | <b>Employer Cost</b> | <b>Employee Cost</b> | <b>TOTAL</b>        | <b>Employer Cost</b> | <b>Employee Cost</b> |
| Single  | \$287.82         | \$257.82             | \$30.00              | \$168.84      | \$153.84             | \$15.00              | \$168.84            | \$5.76               | \$163.08             |
| Family  | \$287.82         | \$257.82             | \$30.00              | \$287.82      | \$153.84             | \$133.98             | \$287.82            | \$5.76               | \$282.06             |
| Ancillary   | \$6.76           | \$5.76               | \$1.00               | \$6.76        | \$5.76               | \$1.00               | \$6.76              | \$5.76               | \$1.00               |
|   |                  |                      |                      |               |                      |                      |                     |                      |                      |
| <b>Effective post-ratification 2025</b>   | <b>Full Time</b> |                      |                      | <b>Mod PT</b> |                      |                      | <b>All Other PT</b> |                      |                      |
|   | <b>TOTAL</b>     | <b>Employer Cost</b> | <b>Employee Cost</b> | <b>TOTAL</b>  | <b>Employer Cost</b> | <b>Employee Cost</b> | <b>TOTAL</b>        | <b>Employer Cost</b> | <b>Employee Cost</b> |
| Single  | \$287.82         | \$247.82             | \$40.00              | \$168.84      | \$153.84             | \$15.00              | \$183.84            | \$5.76               | \$178.08             |
| Family  | \$287.82         | \$247.82             | \$40.00              | \$287.82      | \$153.84             | \$133.98             | \$292.82            | \$5.76               | \$287.06             |
| Ancillary   | \$6.76           | \$5.76               | \$1.00               | \$6.76        | \$5.76               | \$1.00               | \$6.76              | \$5.76               | \$1.00               |
|   |                  |                      |                      |               |                      |                      |                     |                      |                      |
| <b>Effective January 2026</b>   | <b>Full Time</b> |                      |                      | <b>Mod PT</b> |                      |                      | <b>All Other PT</b> |                      |                      |
|   | <b>TOTAL</b>     | <b>Employer Cost</b> | <b>Employee Cost</b> | <b>TOTAL</b>  | <b>Employer Cost</b> | <b>Employee Cost</b> | <b>TOTAL</b>        | <b>Employer Cost</b> | <b>Employee Cost</b> |
| Single  | \$292.82         | \$252.82             | \$40.00              | \$173.84      | \$153.84             | \$20.00              | \$188.84            | \$10.76              | \$178.08             |
| Family  | \$292.82         | \$252.82             | \$40.00              | \$292.82      | \$153.84             | \$133.39             | \$297.82            | \$10.76              | \$287.06             |
| Ancillary   | \$6.76           | \$5.76               | \$1.00               | \$6.76        | \$5.76               | \$1.00               | \$6.76              | \$5.76               | \$1.00               |
|   |                  |                      |                      |               |                      |                      |                     |                      |                      |
| <b>Effective January 2027</b>   | <b>Full Time</b> |                      |                      | <b>Mod PT</b> |                      |                      | <b>All Other PT</b> |                      |                      |
|   | <b>TOTAL</b>     | <b>Employer Cost</b> | <b>Employee Cost</b> | <b>TOTAL</b>  | <b>Employer Cost</b> | <b>Employee Cost</b> | <b>TOTAL</b>        | <b>Employer Cost</b> | <b>Employee Cost</b> |
| Single  | \$297.82         | \$257.82             | \$40.00              | \$178.84      | \$158.84             | \$20.00              | \$193.84            | \$15.76              | \$178.08             |
| Family  | \$297.82         | \$257.82             | \$40.00              | \$297.82      | \$158.84             | \$133.39             | \$302.82            | \$15.76              | \$287.06             |
| Ancillary   | \$6.76           | \$5.76               | \$1.00               | \$6.76        | \$5.76               | \$1.00               | \$6.76              | \$5.76               | \$1.00               |
|   |                  |                      |                      |               |                      |                      |                     |                      |                      |
| <b>Effective January 2028*</b>  | <b>Full Time</b> |                      |                      | <b>Mod PT</b> |                      |                      | <b>All Other PT</b> |                      |                      |
|   | <b>TOTAL</b>     | <b>Employer Cost</b> | <b>Employee Cost</b> | <b>TOTAL</b>  | <b>Employer Cost</b> | <b>Employee Cost</b> | <b>TOTAL</b>        | <b>Employer Cost</b> | <b>Employee Cost</b> |
| Single  | TBD*             | TBD**                | \$40.00              | TBD*          | TBD**                | \$25.00              | TBD*                | (ER anc. +\$5)       | TBD                  |
| Family  | TBD*             | TBD**                | \$40.00              | TBD*          | ame as ER single)    | TBD                  | TBD*                | (ER anc. +\$5)       | TBD                  |
| Ancillary   | TBD*             | TBD**                | \$2.00               | TBD*          | TBD**                | \$2.00               | TBD*                | TBD**                | \$2.00               |
|   |                  |                      |                      |               |                      |                      |                     |                      |                      |
| * In mid-2027, H&W Plan Consultants shall calculate true-cost rates for 2028 and beyond targeting a reserve position of 7.8 months of Continuation Value. |                  |                      |                      |               |                      |                      |                     |                      |                      |
| ** Employer Cost = Total Premium minus Employee Cost  |                  |                      |                      |               |                      |                      |                     |                      |                      |