



Explanation of Healthcare Cost Sharing in Tentative Agreement

In 2016, our healthcare costs cost-sharing portion was set at 15% of the total healthcare payment rate, which equated to \$228.89. The chart below shows how this 15% cost has changed over the last seven years.

CURRENT	⋮	2017	\$261.37	⋮	2020	\$248.59
2016	⋮	2018	\$245.07	⋮	2021	\$262.10
\$228.89	⋮	2019	\$248.59	⋮	2022	\$287.46
	⋮			⋮		

The \$287.46 represents 15% of the 2022 monthly healthcare payment rate, an increase of \$58.57 per month.

Dividing this number by 160 straight time hours in a month equals just under \$0.37 cents per hour. This represents what the increase would be now.

The Railroads pay 85% of the healthcare payment rate and we would pay 15%.

This explanation shows an example that helps illustrate what the cost will be.