

Guild health care package proposal

December 12, 2012

- 1 The company will reimburse employees for 77 percent of the first \$750 in medical care.
- 2 Guild-covered employees will pay 23 percent of the amount reimbursed to Guild-covered employees of the company's share of the deductible. For 2013, that amount is estimated at \$260,000.
- 3 If the actual reimbursement is lower than the estimate, the Guild-covered employees will be reimbursed by January 15 for the overpayment.
- 4 If the actual reimbursement is higher than the estimate, the company agrees it will absorb the difference.
- 5 Parts one and two will be phased in, with the parties paying 50 percent for 2013. That percentage will increase by 10 percent a year for the subsequent five years.
- 6 The Guild will not pay toward the cost of the plan administrator, who was hired at the sole discretion of the employer.
- 7 The company agrees in future years to begin talks on health care coverage no later than October 1.
- 8 The company will provide monthly reports to the Guild on how much has been reimbursed to Guild-covered employees to date.
- 9 The company will pay a \$1,000 signing bonus upon ratification of this agreement.