

Medical Plans Comparison Highlights

Mary Lou Savage
AFA Senior Benefits Attorney
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mlsavage@afanet.org
800-424-2401 X171

Types of Plans

- DAL changed plans for 2008
- Two new types: Health Reimbursement Account and Health Savings Account
- DAL plans can be changed at any time
- No FA input for plan or any other employee benefit
- NWA Plan is set out in your contract
- Traditional Indemnity Plan - PPO
- NWA Plan can't be changed during the term of the contract
- Plan terms are negotiated and locked in

Delta's New Medical Plans

- Two types: Health Reimbursement Account (HRA) and Health Savings Account (HSA)
- Part of the “Ownership Society”
- High deductible plans
- Participants will make more prudent health care choices because more first dollars are paid by the participant
- Preventive care covered 100%

HRAs

- Fictional account to track health costs
- DAL credits dollars to your account as you incur medical expenses
- Unused credits can rollover to the next plan year
- HRA dollars: EE only - \$500
 - EE and Spouse - \$1,000
 - EE and Child(ren) - \$1,000
 - Family - \$1,500

HRA First Dollar Costs

- Annual Total Gold Plan Deductible
- EE only - \$1,000
- EE and Sp - \$2,000
- EE and Child(ren) “ “
- Family - \$3,000
- Silver Plan range from \$2,000 to \$6,000
- Individual Deductible
- No one person can satisfy the total annual deductible
- Gold Plan – each covered person must expend \$1,000
- Silver Plan – each covered person must expend \$2,000

Coinsurance Maximums – Amount FA Pays Before Plan Pays 100%

Gold Plan – EE pays \$2,500
EE and Sp pays \$3,750
EE and Ch pays \$3,750
Family pays \$5,000

Each covered person must pay \$2,500

Silver Plan ranges from \$6,500 to \$13,000
and each covered person must pay
\$6,500

Health Savings Account (HSA)

- FA contributes to an account
- Not part of the Medical Plan – separate account used to pay “eligible” expenses
- Can be pre-tax if use DAL program
- Can open own account with post tax dollars and claim a deduction later
- Maximum contributions for 2008: Individual - \$2,900
Family - \$5,800
Catch up contribution of \$900 if over age 55

HSA Deductibles and Maximums

EE only - \$2,300

EE & Sp - \$3,500

EE & Ch - \$3,500

Family - \$4,500

No individual deductibles as in the HRA

Out of network ranges from \$4,500 to \$9,000

Coinsurance maximum reached when deductible is met in network

Non-network amounts range from \$9,200 to \$18,000

NWA Medical Plan

- Plan is set out in the CBA – no changes with out AFA consent
- Individual deductible is \$350
- Three or more family members satisfy the deductible with \$700
- Coinsurance maximum is \$2,000 per individual and \$4,000 for family
- Preventive care covered 90%

Retiree Medical

Delta

- **Retiree Rates (monthly)**
Retiree Spouse Child
- **Medical Options**
Gold HRA \$582.10 \$582.10 \$205.00
Silver HRA \$507.90 \$507.90 \$205.00
HSA (HDH Plan) \$584.85 \$584.85 \$495.00
- **Dental Options**
Preventive \$11.76 \$11.76 \$22.08
Comprehensive \$39.80 \$39.80 \$50.44
CIGNA Dental Care \$16.69 \$16.69 \$27.33
- **Vision Option**
Davis Vision \$ 6.44 \$6.44 \$5.80

NWA

- **Retiree Medical is in the CBA**
- **Eligibility:** FAs age 55 or > with 10 years of service, or any age and at least 210 years of service and on LTD, and enrolled in the Medical Plan are eligible
- **Premiums:** 55 with 23 years for service pay 50% of premium – currently single \$181.32/month; EE & spouse \$391.42; EE & children \$309.46; Family \$590.07
On LTD with 10 years of service pay 50% of premium; and
55 with 10 years of service pay 100% of premium.
- **Blended Rate:** Premium rates for medical, dental, and RX plans are based on a cost pool of actives, pre-65 retirees, and COBRA recipients.
- **Premium Cap:** Medical plan premium has a 7% per year cap.

Drug Program

- DAL
- Four tiers
- Tier 1 - \$10
- Tier 2 – 25% of cost (\$30 min/\$75 max)
- Tier 3 – 25% of cost (\$50 min/\$125 max)
- Tier 4 – 25% of cost (\$100 min/\$200max)
- NWA – in CBA
- Generic - \$15
- Preferred Brand - \$30
- Non-Pref Brand - \$45
- Mail order – 90 days supply for the cost of 75 days, i.e., 2.5X monthly co-pay versus 3X