

**2010 Delta Account-Based Medical Plan Premiums
For Pre-merger Delta Employees who retired after 1/01/2008 &
Pre-merger Northwest Employees who retire after 1/01/2010
Retiree Monthly Rates**

- Retiree rates shown are per person
- The child rate reflected is for *all* eligible children and is *not* a per child rate
- Domestic partners always pay the 100% rate
- Any Northwest VEBA Trust subsidy, if applicable, is not accounted for in the rates displayed in the following chart
- Likewise eligible ARRA subsidy amounts are not reflected in the rates displayed in the following chart

	Retiree	Spouse	Child
Medical Options			
Gold HRA	\$624.47	\$624.47	\$220.00
Silver HRA	\$544.87	\$544.87	\$186.73
Diamond HSA	\$646.89	\$646.89	\$206.69
Ruby HSA	\$292.83	\$292.83	\$174.45
Gold OOA HRA	\$624.47	\$624.47	\$220.00
PPO Option A	\$622.60	\$622.60	\$239.77
PPO Option B – 100% rate			
IAM	\$391.65	\$453.82	\$276.78
AFA	\$388.02	\$449.61	\$274.22
PPO Option B – 50% rate			
IAM	\$195.83	\$226.91	\$138.39
AFA	\$194.01	\$224.81	\$137.11
Puerto Rico Out of Area	\$648.52	\$648.52	\$276.44
Humana of Puerto Rico	\$266.97	\$266.97	\$186.88
Health Plan Hawaii	\$339.96	\$339.96	\$238.00
Dental Options			
Preventive	\$11.77	\$11.77	\$22.08
Comprehensive	\$38.83	\$38.83	\$49.21
PPO Option B - IAM	\$38.11	\$38.11	\$45.83
PPO Option B - AFA	\$38.11	\$38.11	\$45.83
CIGNA Dental Care	\$20.03	\$20.03	\$45.55
Vision Option			
Davis Vision	\$ 6.38	\$6.38	\$5.74

**2010 Northwest Medical Plan Premiums
For Pre-merger Northwest Employees who retire prior to 1/01/2010
Retiree Monthly Rates**

- Retiree rates shown are per person
- The child rate reflected is for *all* eligible children and is *not* a per child rate
- The Northwest VEBA Trust subsidy, if applicable, is not accounted for in the rates displayed in the following chart
- Likewise eligible ARRA subsidy amounts are not reflected in the rates displayed in the following chart

Northwest Medical Plan	Retiree	Spouse	Child
Medical			
100% Contribution Rate - IAM			
Before age 65	\$391.65	\$453.82	\$276.78
Post age 65	\$406.01	\$470.45	\$286.93
100% Contribution Rate – Non-contract Scale & Salaried Employees & AFA			
Before age 65	\$388.02	\$449.61	\$274.22
Post age 65	\$406.01	\$470.45	\$286.93
50% Contribution Rate - IAM			
Before age 65	\$195.83	\$226.91	\$138.39
50% Contribution rate – Non-Contract Scale & Salaried Employees & AFA			
Before age 65	\$194.01	\$224.81	\$137.11
Dental			
100% Contribution Rate	\$38.11	\$35.34	\$45.83

**2010 Delta Account-Based Medical Plan Premiums
For PM Delta and Northwest Retirees (Under Age 65)
COBRA Rates (monthly)**

[*<Please see the previous pages for retiree healthcare rates>*](#)

- **Must be enrolled in coverage at the time of retirement in order to elect COBRA at retirement**
- **COBRA coverage can be continued for a period of up to 18 months**
- **Any applicable ARRA subsidy amounts are not reflected in the rates displayed in the following chart**

	Employee Only	Employee + Spouse	Employee + Child	Employee + Family
<i>Medical Options</i>				
Gold HRA	\$306.50	\$674.29	\$530.89	\$898.69
Silver HRA	\$262.71	\$576.87	\$453.18	\$768.43
Diamond HSA	\$288.63	\$635.87	\$499.45	\$846.69
Ruby HSA	\$243.60	\$536.67	\$421.55	\$714.61
Gold OOA HRA	\$306.50	\$674.29	\$530.89	\$898.69
PPO Option A	\$334.03	\$734.88	\$578.60	\$979.43
PPO Option B	\$384.34	\$813.55	\$646.12	\$1,219.37
PR Out of Area	\$355.04	\$783.16	\$614.26	\$1,041.09
Humana of Puerto Rico	\$258.24	\$568.13	\$439.44	\$748.91
Health Plan Hawaii	\$316.04	\$695.25	\$537.25	\$916.45
<i>Dental Options</i>				
Preventive	\$12.01	\$24.61	\$34.53	\$47.22
Comprehensive	\$39.61	\$80.70	\$89.80	\$130.83
PPO Option B	\$38.87	\$74.92	\$85.62	\$118.83
CIGNA Dental Care	\$20.43	\$41.42	\$53.88	\$62.23
<i>Vision Option</i>				
Davis Vision	\$ 6.51	\$11.71	\$12.36	\$19.51