

NWA Indemnity Medical

- ◆ Traditional Indemnity plan
- ◆ Terms are set out in the contract, won't change during contract term of contract
- ◆ Deductibles - \$350 individual/\$700 family
- ◆ Maximum out of pocket - \$2,000 individual/\$4,000 family - then plan pays 100%. No lifetime cap
- ◆ Preventive services paid at 90%
- ◆ Subsidized Retiree medical - \$181.32/month FA/\$391.42 FA + spouse
- ◆ Retiree medical for FAs aged 55 with 10 years of service
- ◆ 50% subsidized premium for retirees with 23 years of service or on LTD with 10 years of service
- ◆ 7% per year cap on increases in medical premium costs
- ◆ No lifetime cap on medical benefits



DAL HSA/HRA Medical

- ♣ Health reimbursement and health savings accounts unilaterally set up in 2008 - high deductible plans
- ♣ DAL can change terms each year
- ♣ Deductibles from \$1,000 to \$6,000 depending on plan and coverage level. Each person has a \$1,000 deductible
- ♣ Maximum out of pocket - \$2,500 to 13,000 depending on plan/ level of coverage. \$5M lifetime cap
- ♣ Preventive services paid at 100%
- ♣ Non-Subsidized Retiree medical - \$582.10 (gold)/\$507.90 (silver) - monthly, per person

NOTE - Without a contract, retiree medical is offered at the discretion of the company. Without a contract, those already retired could lose medical coverage and the premium subsidy. If we have no contract, assume nothing continues.

- ♣ No medical premium cost cap. All costs and coverage determined by DAL.
- ♣ \$5 million lifetime cap on medical benefits



Two Traditions, One Global Airline Destination: Representation



2008 Delta HSA/HRA Medical Benefits

- ♣ **HRA** – *Health Reimbursement Account*—DAL credits \$500, \$1,000, or \$1,500 to first costs incurred.
- ♣ **HSA**—*Health Savings Account*— funded with your own money. Amounts can be contributed pre-tax if DAL program used. Once the annual deductible/maximum amount is spent, the plan pays 100%. Maximum contribution amounts for 2009: \$3,000/individual and \$5,950/family. Contributions carry over if not used.
- ♣ **HSA deductible/maximum** amounts are \$2,300 (EE only), \$3,500 (EE and spouse or child) to \$4,500 (family.) No individual deductibles in HSA.
- ♣ **HRA individual deductibles** – except for EE only coverage, no one person can satisfy the overall plan deductible. Each covered person has a \$1,000 deductible (\$2,000 for the Silver plan.)

♣ **Prescription Drug card:**

NWA - *three tiers*

Generic - \$15

Preferred Brand - \$30

Non-preferred Brand - \$45

Mail order – 90 days for the cost of 75 days

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/\$200 max

DAL FAs report that in their experience, prescriptions cost the maximum amount or near to it.

- ♣ **DAL Domestic Partner** (same sex only) coverage is available at same cost as FA and spouse