



Frontier Proposal #1 Active Benefits

2022 Texas CWA District 6 Negotiations
Revised: March 9, 2023

PPO				
Employee Only	\$78.33	\$96.33	\$110.33	\$110.33
Employee + 1 or more	\$148.33	\$184.33	\$212.33	\$212.33
EPO				
Employee Only	\$113.33	\$140.33	\$161.33	\$161.33
Employee + 1 or more	\$218.33	\$272.33	\$314.33	\$314.33

Effective June 1, 2023 for 2023, and January 1 for 2024, 2025, and 2026 ~~May 1, 2023~~, the Monthly Employee Contributions that appear in the charts below for 2023, 2024 ~~and 2025 and 2026~~, already account for the \$100 annual Wellness Credit set forth in paragraph 28.3.4 above, and reflect the Non-Tobacco User Monthly Employee Contribution required of regular full-time employees for the ~~Sponsored~~ Medical Plan ~~will be~~ as follows for the level of coverage selected by the employee (Employee Only or Employee + 1 or more):

Coverage Category	2022	2023	2024	2025	<u>2026</u>
PPO					
Employee Only	\$110.33	\$120.00	\$135.00	\$155.00	<u>\$175.00</u>
Employee + 1 or more	\$212.33	\$240.00	\$270.00	\$310.00	<u>\$350.00</u>
EPO					
Employee Only	\$161.33	\$180.00	\$202.50	232.50	<u>\$262.50</u>
Employee + 1 or more	\$314.33	\$360.00	\$405.00	\$465.00	<u>\$525.00</u>



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COMPREHENSIVE MEDICAL PLAN HIGHLIGHTS

Benefits

☐ In-Network

☐ Out-of-Network

General

Lifetime Maximum

None

None

Calendar Year Deductible (No
carry over); combined in- and out-
of-network.

Effective:

January 1, 2016

Employee Only \$525
Employee +1 or more \$1,312.50

Effective:

January 1, 2016

Employee Only \$750
Employee + 1 or more \$1,875

~~**Effective:**~~

~~January 1, 2023~~

~~Employee Only \$625
Employee +1 \$1,250
Employee +2 or more \$1,562.50~~

~~**Effective:**~~

~~January 1, 2023~~

~~Employee Only \$875
Employee +1 \$1,750
Employee +2 or more \$2,187.50~~

Effective:

January 1, 2024

Employee Only \$650
Employee +1 \$1,300
Employee +2 or more \$1,625

Effective:

January 1, 2024

Employee Only \$900
Employee +1 \$1,800
Employee +2 or more \$2,250

Effective:

January 1, 2025

Employee Only \$675
Employee +1 \$1,350
Employee +2 or more \$1,687.50

Effective:

January 1, 2025

Employee Only \$925
Employee +1 \$1,850
Employee +2 or more \$2,312.50



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COMPREHENSIVE MEDICAL PLAN HIGHLIGHTS

Benefits	<input type="checkbox"/> In-Network		<input type="checkbox"/> Out-of-Network	
Annual Out of Pocket Maximums; combined in- and out-of-network	Effective:		Effective:	
	January 1, 2016		January 1, 2016	
	Employee Only	\$1,500	Employee Only	\$2,000
	Employee + 1 or more	\$3,750	Employee + 1 or more	\$5,000
	Effective:		Effective:	
	January 1, 2023		January 1, 2023	
	Employee Only	\$1,550	Employee Only	\$2,125
	Employee +1	\$3,400	Employee +1	\$4,250
	Employee +2 or more	\$3,875	Employee +2 or more	\$5,312.50
	Effective:		Effective:	
	January 1, 2024		January 1, 2024	
	Employee Only	\$1,575	Employee Only	\$2,150
	Employee +1	\$3,150	Employee +1	\$4,300
	Employee +2 or more	\$3,937.50	Employee +2 or more	\$5,375
	Effective:		Effective:	
	January 1, 2025		January 1, 2025	
	Employee Only	\$1,600	Employee Only	\$2,200
	Employee +1	\$3,200	Employee +1	\$4,400
	Employee +2 or more	\$4,000	Employee +2 or more	\$5,500
Coordination of Benefits	Non-duplication of benefits. Cross coordination applies. Birthday rule applies.		Non-duplication of benefits. Cross coordination applies. Birthday rule applies.	
Pre-existing Conditions	None		None	