

DOE-OR & Y-12 Collective Bargaining Agreement Employees Summary of  
Benefits

	<b>IGUA Local 3 – Y-12, ORNL &amp; FBC &amp; SPFPA Local 109 – ETTP</b>	<b>IGUA Local 3 – CAS, Beta-9 Operators &amp; Instructors</b>
<b>Holidays</b>	11 paid Holidays	11 paid Holidays
<b>Vacation</b>	0-4 years = 80 hours 5-9 years = 120 hours 10-19 years = 160 hours 20-29 years = 200 hours 30+ years = 240 hours	0-4 years = 80 hours 5-9 years = 120 hours 10-19 years = 160 hours 20-29 years = 200 hours 30+ years = 240 hours
<b>EAP</b>	Company provided - for employees and dependents	Company provided - for employees and dependents
<b>Short-Term Disability</b>	Company provided - 100% pay continuation for up to 6 months. (Employees hired after 8/15/07 (Y-12, ORNL & FBC), & 10/30/07 (ETTP), are eligible for 100% for 4 months, then 85% for 2 months, for a total of 6 months pay continuation.)	66 2/3% pay continuation for up to 6 months
<b>Long-Term Disability</b>	Company provided – 60% of base pay up to age 65	Company provided – 60% of base pay up to age 65
<b>Flexible Spending Accounts</b>	Participation in accordance with IRS regulations.	Participation in accordance with IRS regulations.
<b>Medical Insurance</b>	Employee pays 15% of premium Deductibles: \$75/individual & \$150/family for In-Network Co-Pays: \$20/\$35/\$50 Out-of-Network coverage – 70%	Employee pays 20% of premium Deductibles: \$75/individual & \$150/family for In-Network Co-Pays: \$20/\$35/\$50 Out-of-Network coverage – 70%
<b>Prescription Benefits</b>	Co-Pays: \$5 generic, \$10 brand, \$25 non-preferred brand	Co-Pays: \$5 generic, \$10 brand, \$25 non-preferred brand
<b>Dental Insurance</b>	Employee pays 15% of premium Deductible: \$50 Max Benefits: \$1,500 annual, \$10,000 lifetime	Employee pays 20% of premium Deductible: \$50 Max Benefits: \$1,500 annual, \$10,000 lifetime
<b>Vision Benefits</b>	Employee pays 15% of premium	Employee pays 20% of premium
<b>Life Insurance</b>	Basic benefit: 2x annual pay Supplemental: 1x annual pay Spouse: up to \$50,000 Child: \$10,000	Basic benefit: 2x annual pay Supplemental: 1x annual pay Spouse: up to \$50,000 Child: \$10,000
<b>Deferred Compensation Plan (401(k))</b>	In accordance with IRS guidelines; Company matches 100% of first 6% contribution	In accordance with IRS guidelines; Company matches 100% of first 6% contribution
<b>Defined Benefit Plan (Pension)</b>	Company provided	Company provided