

CURRENT BARGAINING AGREEMENTS AND EMPLOYER SPONSORED HEALTH CARE PLANS			
BENEFIT	IEA 7/1/07 - 6/30/11	IESPA 7/1/07 - 6/30/10	Administration 7/1/11 - 6/30/12
Insurance	MESSA Choices II Deductible - In -\$0, Out - \$250/\$500 Copay - \$5	MESSA Choices II Deductible - In -\$0, Out - \$250/\$500 Copay - \$5	MESSA Choices II Deductible - \$200/\$400 Copay - \$20 Premium Payment \$50/month
Prescription RX	MESSA Choices II \$10/\$20 co-pay	MESSA Choices II \$10/\$20 co-pay	MESSA Choices II \$10/\$40 co-pay
Dental	Delta Dental \$1000 Max annual	Delta Dental \$1000 Max annual	Delta Dental \$1000 Max annual
Vision	MESSA Vision VSP3	MESSA Vision VSP3	MESSA Vision VSP3