

2026 Table Agreement

Active Employee

Health Benefits

Health Plan Premium
Share Increase Impact

Health Plan Premium Share Increase Impact Bankruptcy Agreement Effects

The negotiating committee likely could have reached a lower or no premium cost share increase, but it would have been at the expense of a lower General Wage Increase (GWI). A reduced premium cost share would not add to members' pension and overtime wages whereas a GWI does.

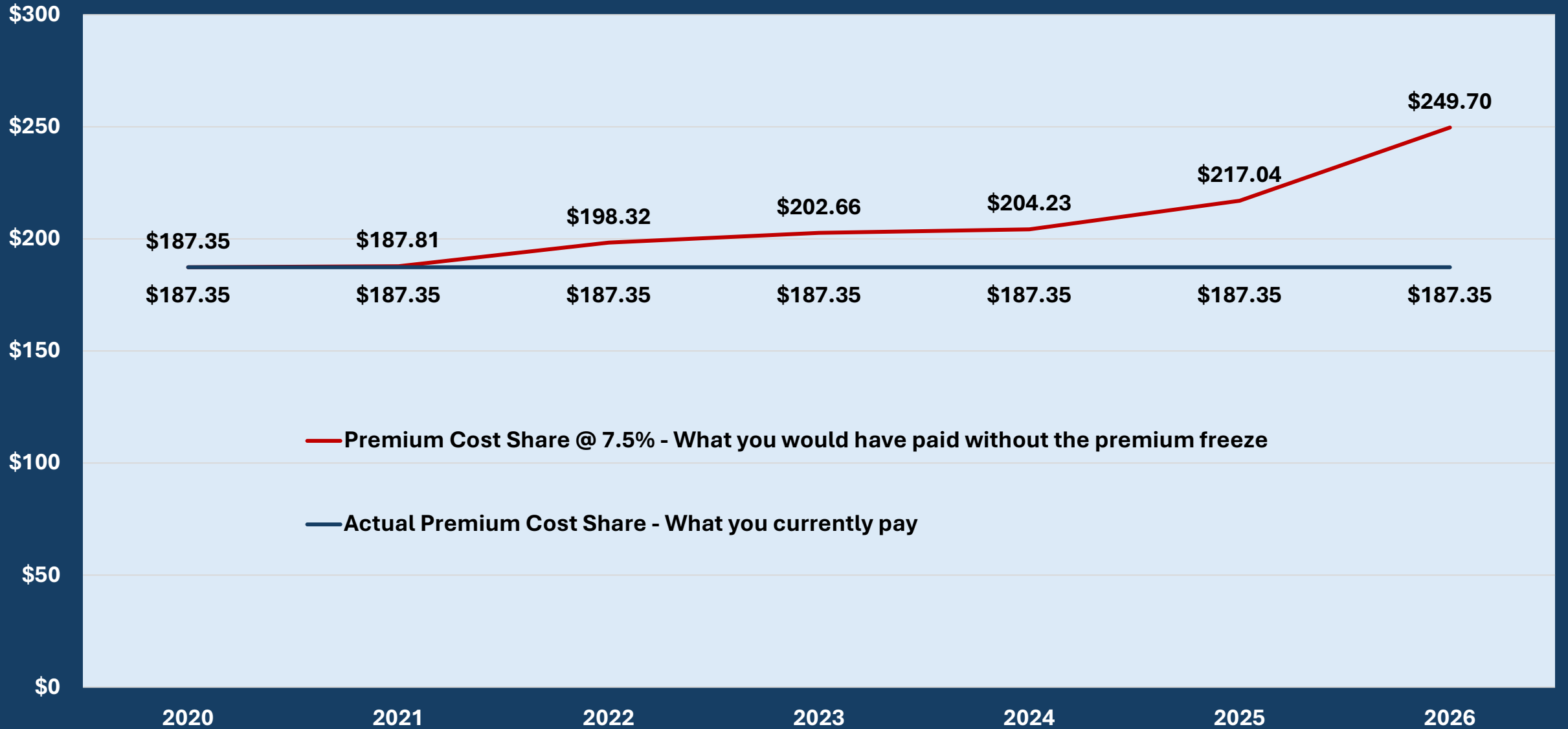
The member health plan premium contribution rate has been 7.5% since 2011. During the 2019 PG&E bankruptcy, IBEW 1245 was able to secure an agreement where member premium contribution rates were frozen at their then current amounts through 2026.

For example, if 7.5% of a health plan premium was \$187.35 in 2020, it stayed at \$187.35 thru 2026 for IBEW 1245 members. This concept is illustrated in the next slide.

This agreement had the effect of reducing the 7.5% premium cost share over these years to approximately 5.7% in 2026, giving members a “holiday” from premium cost share increases for 4 years.

With the effective expiration of the premium freeze for 2027, at a minimum, the premium cost share would increase from approximately 5.7% to 7.5%. Therefore, with the terms of the Table Agreement, the increase will be from approximately 5.7% to 10%.

Health Plan Premium Cost Share Actual vs 7.5% (Anthem Employee + Family)



Health Plan Premium Share Increase Impact Illustrations

The following two slides illustrate the net impact of the premium cost share increase from 7.5% to 10% and the General Wage Increase (GWI) for 1245 members. Also illustrated is the effect of going from the current cost share (approximately 6%) to 10%.

Overtime wages are not affected by the premium cost share increase in these illustrations. The cost impact illustrations only apply to straight time wages.

The GWI is 10.25% because the first GWI goes into effect in 1/1/2026, the second GWI goes into effect 1/1/27. The health premium increase goes into effect on 1/1/27 and compounds.

The hourly cost of premium increase was calculated by multiplying the monthly increase amount by 12 months and then dividing the product by 2080 hours.

Amounts are based on 2026 premium rates.

Health Plan Premium Share Increase Hourly Impact (Anthem Employee + Family)

Hourly Wage 12/31/25	GWI 5% + 5% (compounded)	Hourly Wage After GWI	Hourly Cost of Premium Increase 7.5% to 10% <i>(straight time only)</i>	Net Pay Change Effective 1/1/27 7.5% to 10% <i>(straight time only)</i>	Hourly Cost of Premium Increase Current to 10% <i>(straight time only)</i>	Net Pay Change Effective 1/1/27 Current to 10% <i>(straight time only)</i>
\$30	10.25%	\$33.08	\$0.48	+\$2.60	\$0.84	+\$2.24
\$35	10.25%	\$38.59	\$0.48	+\$3.11	\$0.84	+\$2.75
\$40	10.25%	\$44.10	\$0.48	+\$3.62	\$0.84	+\$3.26
\$45	10.25%	\$49.61	\$0.48	+\$4.13	\$0.84	+\$3.77
\$50	10.25%	\$55.13	\$0.48	+\$4.65	\$0.84	+\$4.29
\$55	10.25%	\$60.64	\$0.48	+\$5.16	\$0.84	+\$4.80
\$60	10.25%	\$66.15	\$0.48	+\$5.67	\$0.84	+\$5.31
\$65	10.25%	\$71.66	\$0.48	+\$6.18	\$0.84	+\$5.82
\$70	10.25%	\$77.18	\$0.48	+\$6.70	\$0.84	+\$6.34
\$75	10.25%	\$82.69	\$0.48	+\$7.21	\$0.84	+\$6.85
\$80	10.25%	\$88.20	\$0.48	+\$7.72	\$0.84	+\$7.36
\$85	10.25%	\$93.71	\$0.48	+\$8.23	\$0.84	+\$7.87

Health Plan Premium Share Increase Monthly Impact (Anthem Employee + Family)

Monthly Base Wage 12/31/25	GWI 5% + 5% (compounded)	Monthly Base Wage After GWI	Premium Share Increase 7.5% to 10%	Net Pay Change Effective 1/1/27 7.5% to 10% <i>(straight time only)</i>	Premium Share Increase current to 10%	Net Pay Change Effective 1/1/27 Current to 10% <i>(straight time only)</i>
\$5,000	10.25%	\$5,513	\$83.23	+ \$429.77	\$145.43	+ \$367.57
\$6,000	10.25%	\$6,615	\$83.23	+ \$531.77	\$145.43	+ \$469.57
\$7,000	10.25%	\$7,718	\$83.23	+ \$634.77	\$145.43	+ \$572.57
\$8,000	10.25%	\$8,820	\$83.23	+ \$736.77	\$145.43	+ \$674.57
\$9,000	10.25%	\$9,923	\$83.23	+ \$839.77	\$145.43	+ \$777.57
\$10,000	10.25%	\$11,025	\$83.23	+ \$941.77	\$145.43	+ \$879.57
\$11,000	10.25%	\$12,128	\$83.23	+ \$1,044.77	\$145.43	+ \$982.57
\$12,000	10.25%	\$13,230	\$83.23	+ \$1,146.77	\$145.43	+ \$1,084.57
\$13,000	10.25%	\$14,333	\$83.23	+ \$1,249.77	\$145.43	+ \$1,187.57
\$14,000	10.25%	\$15,435	\$83.23	+ \$1,351.77	\$145.43	+ \$1,289.57
\$15,000	10.25%	\$16,538	\$83.23	+ \$1,454.77	\$145.43	+ \$1,392.57

Health Plan Premium Share Increase Impact Annual

The table below illustrates the net difference between a 7.5% premium cost share rate with a 4% annual GWI versus a 10% premium cost share rate with a 5% annual GWI. The 8.2% and 10.25% are compounded annual GWIs over two years since the 10% premium cost share does not go into effect until the second annual GWI. This illustration uses 2026 plan rates. It is important to note the GWI also affects pension amounts.

Annual Net Base Wages	Annual OT Net Earnings	Anthem Share HAP Family @ current	Anthem Share HAP Family @7.5%	Anthem Share HAP Family @10%	Total Net Earnings @ current	Total Net Earnings 8.2% GWI @ 7.5% Share	Total Net Earnings 10.25% GWI @ 10% Share	Annual Net Earnings Increase From 7.5% to 10% Share
\$75,000	\$0	\$2,248	\$2,996	\$3,995	\$72,752	\$78,154	\$78,693	\$539
\$75,000	\$20,000	\$2,248	\$2,996	\$3,995	\$92,752	\$99,794	\$100,743	\$949
\$100,000	\$30,000	\$2,248	\$2,996	\$3,995	\$127,752	\$137,664	\$139,330	\$1,666
\$125,000	\$40,000	\$2,248	\$2,996	\$3,995	\$162,752	\$175,534	\$177,918	\$2,384
\$150,000	\$50,000	\$2,248	\$2,996	\$3,995	\$197,752	\$213,404	\$216,505	\$3,101
\$175,000	\$60,000	\$2,248	\$2,996	\$3,995	\$232,752	\$251,274	\$255,093	\$3,818
\$175,000	\$100,000	\$2,248	\$2,996	\$3,995	\$272,752	\$294,554	\$299,193	\$4,639