

# **2026 Table Agreement**

## **Retiree Medical**

# PG&E Retiree Healthcare Plans - Stats

- The average age of PG&E retirement for IBEW members is 64.
- Approximately 30% of PG&E retirees opt out of PG&E retiree healthcare each year.
- Over 90% of PG&E retirees are Medicare eligible. There are approximately 500 pre-Medicare participants (retiree and dependents) and 9,000 Medicare eligible participants (i.e., approximately 94% of retirees are Medicare eligible.)

# Retiree Medical Savings Account (RMSA)

- RMSA is credited with notional funds by amounts based on years of service. Notional funds are not real money, rather they are essentially a credit amount.
- **RMSA funds can only be used to pay 55% of pre-Medicare PG&E retiree health plan premiums or 30% of Medicare eligible PG&E retiree health plan premiums.**
- **RMSA funds cannot be used for anything else!**

# Retiree Medical Savings Account (RMSA)

For example, assume the following:


- You are a single.
- You are a Medicare eligible retiree.
- You are enrolled in the PG&E Anthem Retiree Option Plan (ROP).
- **You have an RMSA balance of \$1,000,000.**

In this scenario, you would consume \$81.18/month of your RMSA funds in the form of a ROP health plan premium discount. No more, no less.

As a result, instead of paying \$270.59/month for your ROP premium, you pay \$189.41/month.


**If you received the \$81.18/month discount for 30 years, the most RMSA funding you could possibly consume over your lifetime is much less than 10% of the RMSA balance, probably around \$75K inflation adjusted.**

Amounts Highlighted in orange are the amounts currently deducted from Medicare eligible retiree pension checks.

 <b>2026 RMSA Retiree Medical Plan Monthly Premiums For Retirees ELIGIBLE for Medicare</b>			
Coverage	Retiree Only	Retiree + Spouse/DP	Retiree + Spouse/DP
Spouse/DP Medicare:	No		Yes
<b>Anthem CAP/NAP</b>	788.30	3,483.41	1,576.60
RMSA pays:	236.49	236.49	236.49
Spouse/RDP RMSA pays:	—	1,482.31	236.49
<b>Deduction from pension:</b>	<b>551.81</b>	<b>1,764.61</b>	<b>1,103.62</b>
<b>Combined RMSA totals:</b>		1,718.80	472.98
<b>Anthem Retiree Optional Plan</b>	270.59	1,404.05	541.19
RMSA pays:	81.18	81.18	81.18
Spouse/RDP RMSA pays:	—	623.4	81.18
<b>Deduction from pension:</b>	<b>189.41</b>	<b>699.47</b>	<b>378.83</b>
<b>Combined RMSA totals:</b>		704.58	162.36
<b>Anthem Medicare Supplemental Plan</b>	453.62	3,148.73	907.24
RMSA pays:	136.09	136.09	136.09
Spouse/RDP RMSA pays:	—	1,482.31	136.09
<b>Deduction from pension:</b>	<b>317.53</b>	<b>1,530.33</b>	<b>635.06</b>
<b>Combined RMSA totals:</b>		1,618.40	272.18
<b>Blue Shield Medicare COB</b>	1,093.58	3,855.49	2,184.54
RMSA pays:	328.07	328.07	328.07
Spouse/RDP RMSA pays:	—	1,519.05	327.29
<b>Deduction from pension:</b>	<b>765.51</b>	<b>2,008.37</b>	<b>1,529.18</b>
<b>Combined RMSA totals:</b>		1,847.12	655.36
<b>Health Net Medicare COB</b>	860.81	3,048.36	1,719.02
RMSA pays:	258.24	258.24	258.24
Spouse/RDP RMSA pays:	—	1,203.15	257.46
<b>Deduction from pension:</b>	<b>602.57</b>	<b>1,586.97</b>	<b>1,203.32</b>
<b>Combined RMSA totals:</b>		1,461.39	515.70
<b>Health Net Seniority Plus</b>	683.59	2,871.14	1,364.58
RMSA pays:	205.08	205.08	205.08
Spouse/RDP RMSA pays:	—	1,203.15	204.30
<b>Deduction from pension:</b>	<b>478.51</b>	<b>1,462.91</b>	<b>955.20</b>
<b>Combined RMSA totals:</b>		1,408.23	409.38
<b>Kaiser Senior Advantage—North or South</b>	385.25	1,986.66	768.56
RMSA pays:	115.58	115.58	115.58
Spouse/RDP RMSA pays:	—	880.78	114.99
<b>Deduction from pension:</b>	<b>269.68</b>	<b>990.30</b>	<b>537.99</b>
<b>Combined RMSA totals:</b>		996.36	230.57

RMSA pays 30% of total premium for Medicare-eligible participants and 55% of total premium for non-Medicare-eligible participants, as long as there is a balance.

Amounts Highlighted in green are the amounts currently deducted from pre-Medicare retiree pension checks.

 <b>2026 RMSA Retiree Medical Plan Monthly Premiums For Retirees NOT ELIGIBLE for Medicare</b>			
Coverage	Retiree Only	Retiree + Spouse/DP	Retiree + Spouse/DP
Spouse/DP Medicare:		No	Yes
<b>Anthem NAP/CAP</b>	2,450.10	5,145.21	3,238.40
Retiree RMSA pays:	1,347.58	1,347.58	1,347.58
Spouse/RDP RMSA pays:	—	1,482.31	236.49
<b>Deduction from pension:</b>	<b>1,102.54</b>	<b>2,315.34</b>	<b>1,654.35</b>
<b>Combined RMSA totals:</b>		<b>2,829.87</b>	<b>1,584.05</b>
<b>Anthem Retiree Optional Plan</b>	1,030.43	2,163.89	1,301.03
RMSA pays:	566.74	566.74	566.74
Spouse/RDP RMSA pays:	—	623.4	81.18
<b>Deduction from pension:</b>	<b>463.69</b>	<b>973.75</b>	<b>653.11</b>
<b>Combined RMSA totals:</b>		<b>1,190.14</b>	<b>647.92</b>
<b>Blue Shield</b>	2,513.39	5,275.30	3,604.37
RMSA pays:	1,382.36	1,382.36	1,382.36
Spouse/RDP RMSA pays:	—	1,519.05	327.29
<b>Deduction from pension:</b>	<b>1,131.03</b>	<b>2,373.89</b>	<b>1,894.72</b>
<b>Combined RMSA totals:</b>		<b>2,901.41</b>	<b>1,709.65</b>
<b>Health Net (Medicare COB)</b>	2,190.15	4,377.72	3,048.36
RMSA pays:	1,204.58	1,204.58	1,204.58
Spouse/RDP RMSA pays:	—	1,203.16	257.46
<b>Deduction from pension:</b>	<b>985.57</b>	<b>1,969.98</b>	<b>1,586.32</b>
<b>Combined RMSA totals:</b>		<b>2,407.74</b>	<b>1,462.04</b>
<b>Health Net (Seniority Plus)</b>	2,190.15	4,377.72	2,871.14
RMSA pays:	1,204.58	1,204.58	1,204.58
Spouse/RDP RMSA pays:	—	1,203.16	204.30
<b>Deduction from pension:</b>	<b>985.57</b>	<b>1,969.98</b>	<b>1,462.26</b>
<b>Combined RMSA totals:</b>		<b>2,407.74</b>	<b>1,408.88</b>
<b>Kaiser—North or South</b>	1,455.81	3,057.22	1,839.12
RMSA pays:	800.70	800.70	800.70
Spouse/RDP RMSA pays:	—	880.78	114.99
<b>Deduction from pension:</b>	<b>655.11</b>	<b>1,375.74</b>	<b>923.43</b>
<b>Combined RMSA totals:</b>		<b>1,681.48</b>	<b>915.69</b>

RMSA pays 55% of total premium for non-Medicare-eligible participants and 30% of total premium for Medicare-eligible participants, as long as there is a balance.

# **Retiree Healthcare Reimbursement Arrangement (RHRA)**

# Key Features of the RHRA

\$15,000/year in RHRA funding each for pre-Medicare retirees and pre-Medicare spouse. A pre-Medicare retiree and a pre-Medicare spouse would receive a combined \$30,000/year in RHRA funding.

\$1,800/year RHRA funding each for Medicare eligible retirees and Medicare eligible spouse. A Medicare eligible retiree and a Medicare eligible spouse would receive a combined \$3,600/year in RHRA funding.

If a retiree was Medicare eligible and had a spouse who was pre-Medicare, the retiree would receive \$1,800/year while the spouse would receive \$15,000/year in RHRA funding, and vice versa.

The \$15,000/year and \$1,800/year RHRA funding amounts increase each year by 3%.

Participants must be enrolled in a healthcare plan through the PG&E selected broker to receive RHRA funding.

Funding for the full year amount occurs in January of each year.

# Key Features of the RHRA

A retiree benefit eligible member (at least 55 years old and at least 10 years of service) receives their entire year funding amount upon retirement as long they enroll in a healthcare plan through the PG&E selected broker.

In the event a retiree passes away and has an RHRA eligible spouse, the spouse shall continue to receive RHRA funding as long as they continue to be eligible.

Any HRA funds from active medical remain available upon retirement and can be used for plan premiums.

There is no RHRA funds accumulation limit.

Accumulated RHRA funds remain available to a retiree even if they are not enrolled in healthcare plan through a PG&E selected broker.

RHRA funds can be used for any [IRS eligible medical expense](#), including dental, vision, long term care insurance premiums, and medical devices.

# Plan Comparison – Medicare Retirees

Plan	Participant Count (2025)	Current Premium (monthly)	Current Deductible (annual)	Current OOP Max (annual)	Comparison Premium (monthly)	Comparison Deductible (annual)	Comparison OOP Max (annual)	RHRA Funding (monthly)	Effective Monthly Premium	Net Premium Difference (monthly)
Medicare NAP	4,123	\$551	\$120	\$750	\$200	\$283	\$283	\$150	\$50	-\$501
Medicare ROP	1,505	\$189	\$400	\$4,000	\$200	\$283	\$283	\$150	\$50	-\$139
Medicare Kaiser	2,852	\$269	\$0	\$1,000	\$91	\$0	\$3,400	\$150	-\$59	-\$328

- **The negative net premium difference is the net amount of reduction in premium expense for the retiree.**
- **Effective premium is comparison plan premium minus RHRA funding.**
- **For NAP and ROP plans, comparison plan is Medigap Type N. Lower cost plans are available.**
- **For Kaiser plan, comparison plan is Kaiser Senior Advantage Enhanced. Lower cost plans are available.**
- **Participant count includes retirees and dependents.**
- **Except where noted, amounts are from 2026 data. Medigap premiums are based on a 70-year-old nonsmoker.**

# Plan Comparison – pre-Medicare Retirees

Plan	Participant Count (2025)	Current Premium (monthly)	Current Deductible (annual)	Current OOP Max (annual)	Comparison Premium (monthly)	Comparison Deductible (annual)	Comparison OOP Max (annual)	RHRA Funding (monthly)	Effective Monthly Premium	Net Premium Difference (monthly)
NAP	136	\$1,103	\$120	\$750	\$1,509	\$5,800	\$9,800	\$1,250	\$259	-\$844
ROP	248	\$463	\$400	\$4,000	\$1,509	\$5,800	\$9,800	\$1,250	\$259	-\$204
Kaiser	158	\$655	\$0	\$1,500	\$1,401	\$0	\$9,200	\$1,250	\$151	-\$504

- The negative net premium difference is the net amount of reduction in premium expense for the retiree.
- Effective premium is comparison plan premium minus RHRA funding.
- For NAP and ROP plans, comparison plan is Anthem Bronze 60 EPO.
- For Kaiser plan, comparison plan is Kaiser Gold HMO, lower and higher cost plans are available.
- Participant count includes retirees and dependents.
- Except where noted, amounts are from 2026 data.