



| ANNUAL SALARY | SINGLE | | EMPLOYEE & SPOUSE/PARTNER | | FAMILY | | PARENT/CHILD | |
|---------------|--------------------|---------------------------------|---------------------------|---------------------------------|--------------------|---------------------------------|--------------------|---------------------------------|
| | % pay contribution | \$ of pay employee contribution | % pay contribution | \$ of pay employee contribution | % pay contribution | \$ of pay employee contribution | % pay contribution | \$ of pay employee contribution |
| \$20,000 | 2.00% | \$400 | 2.00% | \$400 | 2.00% | \$400 | 2.00% | \$400 |
| \$21,000 | 2.00% | \$420 | 2.00% | \$420 | 2.00% | \$420 | 2.00% | \$420 |
| \$22,000 | 2.00% | \$440 | 2.00% | \$440 | 2.00% | \$440 | 2.00% | \$440 |
| \$23,000 | 2.00% | \$460 | 2.00% | \$460 | 2.00% | \$460 | 2.00% | \$460 |
| \$24,000 | 2.00% | \$480 | 2.00% | \$480 | 2.00% | \$480 | 2.00% | \$480 |
| \$25,000 | 2.00% | \$500 | 2.00% | \$500 | 2.00% | \$500 | 2.00% | \$500 |
| \$26,000 | 2.00% | \$520 | 2.00% | \$520 | 2.25% | \$585 | 2.00% | \$520 |
| \$27,000 | 2.00% | \$540 | 2.00% | \$540 | 2.25% | \$608 | 2.00% | \$540 |
| \$28,000 | 2.00% | \$560 | 2.00% | \$560 | 2.25% | \$630 | 2.00% | \$560 |
| \$29,000 | 2.00% | \$580 | 2.00% | \$580 | 2.25% | \$653 | 2.00% | \$580 |
| \$30,000 | 2.25% | \$675 | 2.75% | \$825 | 2.50% | \$750 | 2.75% | \$825 |
| \$31,000 | 2.25% | \$698 | 2.75% | \$853 | 2.50% | \$775 | 2.75% | \$853 |
| \$32,000 | 2.25% | \$720 | 2.75% | \$880 | 2.50% | \$800 | 2.75% | \$880 |
| \$33,000 | 2.25% | \$743 | 2.75% | \$908 | 2.50% | \$825 | 2.75% | \$908 |
| \$34,000 | 2.25% | \$765 | 2.75% | \$935 | 2.50% | \$850 | 2.75% | \$935 |
| \$35,000 | 2.25% | \$788 | 2.75% | \$963 | 3.00% | \$1,050 | 2.75% | \$963 |
| \$36,000 | 2.25% | \$810 | 3.00% | \$1,080 | 3.00% | \$1,080 | 3.00% | \$1,080 |
| \$37,000 | 2.25% | \$833 | 3.00% | \$1,110 | 3.00% | \$1,110 | 3.00% | \$1,110 |
| \$38,000 | 2.25% | \$855 | 3.00% | \$1,140 | 3.00% | \$1,140 | 3.00% | \$1,140 |
| \$39,000 | 2.25% | \$878 | 3.00% | \$1,170 | 3.00% | \$1,170 | 3.00% | \$1,170 |
| \$40,000 | 2.25% | \$900 | 3.00% | \$1,200 | 3.00% | \$1,200 | 3.00% | \$1,200 |
| \$41,000 | 2.25% | \$923 | 3.00% | \$1,230 | 3.00% | \$1,230 | 3.00% | \$1,230 |
| \$42,000 | 2.25% | \$945 | 3.00% | \$1,260 | 3.00% | \$1,260 | 3.00% | \$1,260 |
| \$43,000 | 2.25% | \$968 | 3.00% | \$1,290 | 3.00% | \$1,290 | 3.00% | \$1,290 |
| \$44,000 | 2.25% | \$990 | 3.00% | \$1,320 | 3.00% | \$1,320 | 3.00% | \$1,320 |
| \$45,000 | 2.40% | \$1,080 | 3.00% | \$1,350 | 3.50% | \$1,575 | 3.25% | \$1,463 |
| \$46,000 | 2.40% | \$1,104 | 3.00% | \$1,380 | 3.50% | \$1,610 | 3.25% | \$1,495 |
| \$47,000 | 2.40% | \$1,128 | 3.00% | \$1,410 | 3.50% | \$1,645 | 3.25% | \$1,528 |
| \$48,000 | 2.40% | \$1,152 | 3.00% | \$1,440 | 3.50% | \$1,680 | 3.25% | \$1,560 |
| \$49,000 | 2.40% | \$1,176 | 3.00% | \$1,470 | 3.50% | \$1,715 | 3.25% | \$1,593 |
| \$50,000 | 3.00% | \$1,500 | 4.25% | \$2,125 | 4.50% | \$2,250 | 4.50% | \$2,250 |
| \$51,000 | 3.00% | \$1,530 | 4.25% | \$2,168 | 4.50% | \$2,295 | 4.50% | \$2,295 |
| \$52,000 | 3.00% | \$1,560 | 4.25% | \$2,210 | 4.50% | \$2,340 | 4.50% | \$2,340 |
| \$53,000 | 3.00% | \$1,590 | 4.25% | \$2,253 | 4.50% | \$2,385 | 4.50% | \$2,385 |
| \$54,000 | 3.00% | \$1,620 | 4.25% | \$2,295 | 4.50% | \$2,430 | 4.50% | \$2,430 |
| \$55,000 | 3.40% | \$1,870 | 4.50% | \$2,475 | 5.00% | \$2,750 | 4.50% | \$2,475 |
| \$56,000 | 3.40% | \$1,904 | 4.50% | \$2,520 | 5.00% | \$2,800 | 4.50% | \$2,520 |
| \$57,000 | 3.40% | \$1,938 | 4.50% | \$2,565 | 5.00% | \$2,850 | 4.50% | \$2,565 |
| \$58,000 | 3.40% | \$1,972 | 4.50% | \$2,610 | 5.00% | \$2,900 | 4.50% | \$2,610 |
| \$59,000 | 3.40% | \$2,006 | 4.50% | \$2,655 | 5.00% | \$2,950 | 4.50% | \$2,655 |
| \$60,000 | 3.75% | \$2,250 | 5.50% | \$3,300 | 6.00% | \$3,600 | 5.00% | \$3,000 |
| \$61,000 | 3.75% | \$2,288 | 5.50% | \$3,355 | 6.00% | \$3,660 | 5.00% | \$3,050 |
| \$62,000 | 3.75% | \$2,325 | 5.50% | \$3,410 | 6.00% | \$3,720 | 5.00% | \$3,100 |
| \$63,000 | 3.75% | \$2,363 | 5.50% | \$3,465 | 6.00% | \$3,780 | 5.00% | \$3,150 |



| ANNUAL SALARY | SINGLE | | EMPLOYEE & SPOUSE/PARTNER | | FAMILY | | PARENT/CHILD | |
|---------------|--------------------|---------------------------------|---------------------------|---------------------------------|--------------------|---------------------------------|--------------------|---------------------------------|
| | % pay contribution | \$ of pay employee contribution | % pay contribution | \$ of pay employee contribution | % pay contribution | \$ of pay employee contribution | % pay contribution | \$ of pay employee contribution |
| \$64,000 | 3.75% | \$2,400 | 5.50% | \$3,520 | 6.00% | \$3,840 | 5.00% | \$3,200 |
| \$65,000 | 3.75% | \$2,438 | 5.75% | \$3,738 | 6.50% | \$4,225 | 5.25% | \$3,413 |
| \$66,000 | 3.75% | \$2,475 | 5.75% | \$3,795 | 6.50% | \$4,290 | 5.25% | \$3,465 |
| \$67,000 | 3.75% | \$2,513 | 5.75% | \$3,853 | 6.50% | \$4,355 | 5.25% | \$3,518 |
| \$68,000 | 3.75% | \$2,550 | 5.75% | \$3,910 | 6.50% | \$4,420 | 5.25% | \$3,570 |
| \$69,000 | 3.75% | \$2,588 | 5.75% | \$3,968 | 6.50% | \$4,485 | 5.25% | \$3,623 |
| \$70,000 | 4.00% | \$2,800 | 6.20% | \$4,340 | 7.25% | \$5,075 | 5.75% | \$4,025 |
| \$71,000 | 4.00% | \$2,840 | 6.20% | \$4,402 | 7.25% | \$5,148 | 5.75% | \$4,083 |
| \$72,000 | 4.00% | \$2,880 | 6.20% | \$4,464 | 7.25% | \$5,220 | 5.75% | \$4,140 |
| \$73,000 | 4.00% | \$2,920 | 6.20% | \$4,526 | 7.25% | \$5,293 | 5.75% | \$4,198 |
| \$74,000 | 4.00% | \$2,960 | 6.20% | \$4,588 | 7.25% | \$5,365 | 5.75% | \$4,255 |
| \$75,000 | | \$2,977 | | \$4,678 | 7.25% | \$5,438 | | \$4,400 |
| \$76,000 | | \$2,977 | | \$4,678 | 7.25% | \$5,510 | | \$4,400 |
| \$77,000 | | \$2,977 | | \$4,678 | 7.25% | \$5,583 | | \$4,400 |
| \$78,000 | | \$2,977 | | \$4,678 | 7.25% | \$5,655 | | \$4,400 |
| \$79,000 | | \$2,977 | | \$4,678 | 7.25% | \$5,728 | | \$4,400 |
| \$80,000 | | \$3,083 | | \$4,890 | 7.25% | \$5,800 | | \$4,550 |
| \$81,000 | | \$3,083 | | \$4,890 | 7.25% | \$5,873 | | \$4,550 |
| \$82,000 | | \$3,083 | | \$4,890 | 7.25% | \$5,945 | | \$4,550 |
| \$83,000 | | \$3,083 | | \$4,890 | 7.25% | \$6,018 | | \$4,550 |
| \$84,000 | | \$3,083 | | \$4,890 | 7.25% | \$6,090 | | \$4,550 |
| \$85,000 | | \$3,083 | | \$5,316 | 7.50% | \$6,375 | | \$4,950 |
| \$86,000 | | \$3,083 | | \$5,316 | 7.50% | \$6,450 | | \$4,950 |
| \$87,000 | | \$3,083 | | \$5,316 | 7.50% | \$6,525 | | \$4,950 |
| \$88,000 | | \$3,083 | | \$5,316 | 7.50% | \$6,600 | | \$4,950 |
| \$89,000 | | \$3,083 | | \$5,316 | 7.50% | \$6,675 | | \$4,950 |
| \$90,000 | | \$3,083 | | \$5,316 | 7.50% | \$6,750 | | \$4,950 |
| \$91,000 | | \$3,083 | | \$5,316 | 7.50% | \$6,825 | | \$4,950 |
| \$92,000 | | \$3,083 | | \$5,316 | 7.50% | \$6,900 | | \$4,950 |
| \$93,000 | | \$3,083 | | \$5,316 | 7.50% | \$6,975 | | \$4,950 |
| \$94,000 | | \$3,083 | | \$5,316 | 7.50% | \$7,050 | | \$4,950 |
| \$95,000 | | \$3,190 | | \$5,316 | 7.50% | \$7,125 | | \$4,950 |
| \$96,000 | | \$3,190 | | \$5,316 | 7.50% | \$7,200 | | \$4,950 |
| \$97,000 | | \$3,190 | | \$5,316 | 7.50% | \$7,275 | | \$4,950 |
| \$98,000 | | \$3,190 | | \$5,316 | 7.50% | \$7,350 | | \$4,950 |
| \$99,000 | | \$3,190 | | \$5,316 | 7.50% | \$7,425 | | \$4,950 |
| \$100,000 | | \$3,190 | | \$6,390 | | \$8,213 | | \$5,950 |
| \$101,000 | | \$3,190 | | \$6,390 | | \$8,213 | | \$5,950 |
| \$102,000 | | \$3,190 | | \$6,390 | | \$8,213 | | \$5,950 |
| \$103,000 | | \$3,190 | | \$6,390 | | \$8,213 | | \$5,950 |
| \$104,000 | | \$3,190 | | \$6,390 | | \$8,213 | | \$5,950 |
| \$105,000 | | \$3,190 | | \$6,390 | | \$8,213 | | \$5,950 |
| \$106,000 | | \$3,190 | | \$6,390 | | \$8,213 | | \$5,950 |
| \$107,000 | | \$3,190 | | \$6,390 | | \$8,213 | | \$5,950 |



CWA Unity DIRECT Member Contribution Rates
Effective 7/1/2019

| ANNUAL SALARY | SINGLE | | EMPLOYEE & SPOUSE/PARTNER | | FAMILY | | PARENT/CHILD | |
|---------------|--------------------|---------------------------------|---------------------------|---------------------------------|--------------------|---------------------------------|--------------------|---------------------------------|
| | % pay contribution | \$ of pay employee contribution | % pay contribution | \$ of pay employee contribution | % pay contribution | \$ of pay employee contribution | % pay contribution | \$ of pay employee contribution |
| \$108,000 | | \$3,190 | | \$6,390 | | \$8,213 | | \$5,950 |
| \$109,000 | | \$3,190 | | \$6,390 | | \$8,213 | | \$5,950 |
| \$110,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$111,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$112,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$113,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$114,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$115,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$116,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$117,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$118,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$119,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$120,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$121,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$122,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$123,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$124,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$125,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$126,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$127,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$128,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$129,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$130,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$131,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$132,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$133,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$134,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$135,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$136,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$137,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$138,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$139,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$140,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$141,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$142,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$143,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$144,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$145,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$146,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$147,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$148,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$149,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$150,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |



**Tiered Network Plan CWA Member
Contribution Rates
Effective 7/1/2019**

| ANNUAL SALARY | SINGLE | | EMPLOYEE & SPOUSE/PARTNER | | FAMILY | | PARENT/CHILD | |
|---------------|--------------------|---------------------------------|---------------------------|---------------------------------|--------------------|---------------------------------|--------------------|---------------------------------|
| | % pay contribution | \$ of pay employee contribution | % pay contribution | \$ of pay employee contribution | % pay contribution | \$ of pay employee contribution | % pay contribution | \$ of pay employee contribution |
| \$20,000 | 1.50% | \$300 | 1.50% | \$300 | 1.50% | \$300 | 1.50% | \$300 |
| \$21,000 | 1.50% | \$315 | 1.50% | \$315 | 1.50% | \$315 | 1.50% | \$315 |
| \$22,000 | 1.50% | \$330 | 1.50% | \$330 | 1.50% | \$330 | 1.50% | \$330 |
| \$23,000 | 1.50% | \$345 | 1.50% | \$345 | 1.50% | \$345 | 1.50% | \$345 |
| \$24,000 | 1.50% | \$360 | 1.50% | \$360 | 1.50% | \$360 | 1.50% | \$360 |
| \$25,000 | 1.50% | \$375 | 1.50% | \$375 | 1.50% | \$375 | 1.50% | \$375 |
| \$26,000 | 1.50% | \$390 | 1.50% | \$390 | 1.69% | \$439 | 1.50% | \$390 |
| \$27,000 | 1.50% | \$405 | 1.50% | \$405 | 1.69% | \$456 | 1.50% | \$405 |
| \$28,000 | 1.50% | \$420 | 1.50% | \$420 | 1.69% | \$473 | 1.50% | \$420 |
| \$29,000 | 1.50% | \$435 | 1.50% | \$435 | 1.69% | \$489 | 1.50% | \$435 |
| \$30,000 | 1.69% | \$506 | 2.06% | \$619 | 1.88% | \$563 | 2.06% | \$619 |
| \$31,000 | 1.69% | \$523 | 2.06% | \$639 | 1.88% | \$581 | 2.06% | \$639 |
| \$32,000 | 1.69% | \$540 | 2.06% | \$660 | 1.88% | \$600 | 2.06% | \$660 |
| \$33,000 | 1.69% | \$557 | 2.06% | \$681 | 1.88% | \$619 | 2.06% | \$681 |
| \$34,000 | 1.69% | \$574 | 2.06% | \$701 | 1.88% | \$638 | 2.06% | \$701 |
| \$35,000 | 1.69% | \$591 | 2.06% | \$722 | 2.25% | \$788 | 2.06% | \$722 |
| \$36,000 | 1.69% | \$608 | 2.25% | \$810 | 2.25% | \$810 | 2.25% | \$810 |
| \$37,000 | 1.69% | \$624 | 2.25% | \$833 | 2.25% | \$833 | 2.25% | \$833 |
| \$38,000 | 1.69% | \$641 | 2.25% | \$855 | 2.25% | \$855 | 2.25% | \$855 |
| \$39,000 | 1.69% | \$658 | 2.25% | \$878 | 2.25% | \$878 | 2.25% | \$878 |
| \$40,000 | 1.69% | \$675 | 2.25% | \$900 | 2.25% | \$900 | 2.25% | \$900 |
| \$41,000 | 1.69% | \$692 | 2.25% | \$923 | 2.25% | \$923 | 2.25% | \$923 |
| \$42,000 | 1.69% | \$709 | 2.25% | \$945 | 2.25% | \$945 | 2.25% | \$945 |
| \$43,000 | 1.69% | \$726 | 2.25% | \$968 | 2.25% | \$968 | 2.25% | \$968 |
| \$44,000 | 1.69% | \$743 | 2.25% | \$990 | 2.25% | \$990 | 2.25% | \$990 |
| \$45,000 | 1.80% | \$810 | 2.25% | \$1,013 | 2.63% | \$1,181 | 2.44% | \$1,097 |
| \$46,000 | 1.80% | \$828 | 2.25% | \$1,035 | 2.63% | \$1,208 | 2.44% | \$1,121 |
| \$47,000 | 1.80% | \$846 | 2.25% | \$1,058 | 2.63% | \$1,234 | 2.44% | \$1,146 |
| \$48,000 | 1.80% | \$864 | 2.25% | \$1,080 | 2.63% | \$1,260 | 2.44% | \$1,170 |
| \$49,000 | 1.80% | \$882 | 2.25% | \$1,103 | 2.63% | \$1,286 | 2.44% | \$1,194 |
| \$50,000 | 2.25% | \$1,125 | 3.19% | \$1,594 | 3.38% | \$1,688 | 3.38% | \$1,688 |
| \$51,000 | 2.25% | \$1,148 | 3.19% | \$1,626 | 3.38% | \$1,721 | 3.38% | \$1,721 |
| \$52,000 | 2.25% | \$1,170 | 3.19% | \$1,658 | 3.38% | \$1,755 | 3.38% | \$1,755 |
| \$53,000 | 2.25% | \$1,193 | 3.19% | \$1,689 | 3.38% | \$1,789 | 3.38% | \$1,789 |
| \$54,000 | 2.25% | \$1,215 | 3.19% | \$1,721 | 3.38% | \$1,823 | 3.38% | \$1,823 |
| \$55,000 | 2.55% | \$1,403 | 3.38% | \$1,856 | 3.75% | \$2,063 | 3.38% | \$1,856 |
| \$56,000 | 2.55% | \$1,428 | 3.38% | \$1,890 | 3.75% | \$2,100 | 3.38% | \$1,890 |
| \$57,000 | 2.55% | \$1,454 | 3.38% | \$1,924 | 3.75% | \$2,138 | 3.38% | \$1,924 |
| \$58,000 | 2.55% | \$1,479 | 3.38% | \$1,958 | 3.75% | \$2,175 | 3.38% | \$1,958 |
| \$59,000 | 2.55% | \$1,505 | 3.38% | \$1,991 | 3.75% | \$2,213 | 3.38% | \$1,991 |
| \$60,000 | 2.81% | \$1,688 | 4.13% | \$2,475 | 4.50% | \$2,700 | 3.75% | \$2,250 |
| \$61,000 | 2.81% | \$1,716 | 4.13% | \$2,516 | 4.50% | \$2,745 | 3.75% | \$2,288 |



**Tiered Network Plan CWA Member
Contribution Rates
Effective 7/1/2019**

| ANNUAL SALARY | SINGLE | | EMPLOYEE & SPOUSE/PARTNER | | FAMILY | | PARENT/CHILD | |
|---------------|--------------------|---------------------------------|---------------------------|---------------------------------|--------------------|---------------------------------|--------------------|---------------------------------|
| | % pay contribution | \$ of pay employee contribution | % pay contribution | \$ of pay employee contribution | % pay contribution | \$ of pay employee contribution | % pay contribution | \$ of pay employee contribution |
| \$62,000 | 2.81% | \$1,744 | 4.13% | \$2,558 | 4.50% | \$2,790 | 3.75% | \$2,325 |
| \$63,000 | 2.81% | \$1,772 | 4.13% | \$2,599 | 4.50% | \$2,835 | 3.75% | \$2,363 |
| \$64,000 | 2.81% | \$1,800 | 4.13% | \$2,640 | 4.50% | \$2,880 | 3.75% | \$2,400 |
| \$65,000 | 2.81% | \$1,828 | 4.31% | \$2,803 | 4.88% | \$3,169 | 3.94% | \$2,559 |
| \$66,000 | 2.81% | \$1,856 | 4.31% | \$2,846 | 4.88% | \$3,218 | 3.94% | \$2,559 |
| \$67,000 | 2.81% | \$1,884 | 4.31% | \$2,889 | 4.88% | \$3,266 | 3.94% | \$2,638 |
| \$68,000 | 2.81% | \$1,913 | 4.31% | \$2,933 | 4.88% | \$3,315 | 3.94% | \$2,678 |
| \$69,000 | 2.81% | \$1,941 | 4.31% | \$2,976 | 4.88% | \$3,364 | 3.94% | \$2,717 |
| \$70,000 | 3.00% | \$2,100 | 4.65% | \$3,255 | 5.44% | \$3,806 | 4.31% | \$3,019 |
| \$71,000 | 3.00% | \$2,130 | 4.65% | \$3,302 | 5.44% | \$3,861 | 4.31% | \$3,062 |
| \$72,000 | 3.00% | \$2,160 | 4.65% | \$3,348 | 5.44% | \$3,915 | 4.31% | \$3,105 |
| \$73,000 | 3.00% | \$2,190 | 4.65% | \$3,395 | 5.44% | \$3,969 | 4.31% | \$3,148 |
| \$74,000 | 3.00% | \$2,220 | 4.65% | \$4,588 | 5.44% | \$4,024 | 4.31% | \$3,191 |
| \$75,000 | | \$2,233 | | \$3,509 | 5.44% | \$4,078 | | \$3,300 |
| \$76,000 | | \$2,233 | | \$3,509 | 5.44% | \$4,133 | | \$3,300 |
| \$77,000 | | \$2,233 | | \$3,509 | 5.44% | \$4,187 | | \$3,300 |
| \$78,000 | | \$2,233 | | \$3,509 | 5.44% | \$4,241 | | \$3,300 |
| \$79,000 | | \$2,233 | | \$3,509 | 5.44% | \$4,296 | | \$3,300 |
| \$80,000 | | \$2,312 | | \$3,668 | 5.44% | \$4,350 | | \$3,413 |
| \$81,000 | | \$2,312 | | \$3,668 | 5.44% | \$4,404 | | \$3,413 |
| \$82,000 | | \$2,312 | | \$3,668 | 5.44% | \$4,459 | | \$3,413 |
| \$83,000 | | \$2,312 | | \$3,668 | 5.44% | \$4,513 | | \$3,413 |
| \$84,000 | | \$2,312 | | \$3,668 | 5.44% | \$4,568 | | \$3,413 |
| \$85,000 | | \$2,312 | | \$3,987 | 5.63% | \$4,781 | | \$3,713 |
| \$86,000 | | \$2,312 | | \$3,987 | 5.63% | \$4,838 | | \$3,713 |
| \$87,000 | | \$2,312 | | \$3,987 | 5.63% | \$4,894 | | \$3,713 |
| \$88,000 | | \$2,312 | | \$3,987 | 5.63% | \$4,950 | | \$3,713 |
| \$89,000 | | \$2,312 | | \$3,987 | 5.63% | \$5,006 | | \$3,713 |
| \$90,000 | | \$2,312 | | \$3,987 | 5.63% | \$5,063 | | \$3,713 |
| \$91,000 | | \$2,312 | | \$3,987 | 5.63% | \$5,119 | | \$3,713 |
| \$92,000 | | \$2,312 | | \$3,987 | 5.63% | \$5,175 | | \$3,713 |
| \$93,000 | | \$2,312 | | \$3,987 | 5.63% | \$5,231 | | \$3,713 |
| \$94,000 | | \$2,312 | | \$3,987 | 5.63% | \$5,288 | | \$3,713 |
| \$95,000 | | \$2,393 | | \$3,987 | 5.63% | \$5,344 | | \$3,713 |
| \$96,000 | | \$2,393 | | \$3,987 | 5.63% | \$5,400 | | \$3,713 |
| \$97,000 | | \$2,393 | | \$3,987 | 5.63% | \$5,456 | | \$3,713 |
| \$98,000 | | \$2,393 | | \$3,987 | 5.63% | \$5,513 | | \$3,713 |
| \$99,000 | | \$2,393 | | \$3,987 | 5.63% | \$5,569 | | \$3,713 |
| \$100,000 | | \$2,393 | | \$4,793 | | \$6,160 | | \$4,463 |
| \$101,000 | | \$2,393 | | \$4,793 | | \$6,160 | | \$4,463 |
| \$102,000 | | \$2,393 | | \$4,793 | | \$6,160 | | \$4,463 |
| \$103,000 | | \$2,393 | | \$4,793 | | \$6,160 | | \$4,463 |



**Tiered Network Plan CWA Member
Contribution Rates**
Effective 7/1/2019

| ANNUAL SALARY | SINGLE | | EMPLOYEE & SPOUSE/PARTNER | | FAMILY | | PARENT/CHILD | |
|---------------|--------------------|---------------------------------|---------------------------|---------------------------------|--------------------|---------------------------------|--------------------|---------------------------------|
| | % pay contribution | \$ of pay employee contribution | % pay contribution | \$ of pay employee contribution | % pay contribution | \$ of pay employee contribution | % pay contribution | \$ of pay employee contribution |
| \$104,000 | | \$2,393 | | \$4,793 | | \$6,160 | | \$4,463 |
| \$105,000 | | \$2,393 | | \$4,793 | | \$6,160 | | \$4,463 |
| \$106,000 | | \$2,393 | | \$4,793 | | \$6,160 | | \$4,463 |
| \$107,000 | | \$2,393 | | \$4,793 | | \$6,160 | | \$4,463 |
| \$108,000 | | \$2,393 | | \$4,793 | | \$6,160 | | \$4,463 |
| \$109,000 | | \$2,393 | | \$4,793 | | \$6,160 | | \$4,463 |
| \$110,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$111,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$112,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$113,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$114,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$115,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$116,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$117,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$118,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$119,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$120,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$121,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$122,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$123,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$124,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$125,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$126,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$127,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$128,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$129,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$130,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$131,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$132,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$133,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$134,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$135,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$136,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$137,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$138,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$139,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$140,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$141,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$142,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$143,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$144,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$145,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |



**Tiered Network Plan CWA Member
Contribution Rates**
Effective 7/1/2019

| ANNUAL SALARY | SINGLE | | EMPLOYEE & SPOUSE/PARTNER | | FAMILY | | PARENT/CHILD | |
|---------------|--------------------|---------------------------------|---------------------------|---------------------------------|--------------------|---------------------------------|--------------------|---------------------------------|
| | % pay contribution | \$ of pay employee contribution | % pay contribution | \$ of pay employee contribution | % pay contribution | \$ of pay employee contribution | % pay contribution | \$ of pay employee contribution |
| \$146,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$147,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$148,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$149,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$150,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |



HMO and HDHP Member Contribution Rates Effective 7/1/2019

| ANNUAL BASE SALARY | SINGLE | EMPLOYEE & SPOUSE/PARTNER | FAMILY | PARENT/CHILD |
|-----------------------|--------------|---------------------------|--------------|--------------|
| | % of Premium | % of Premium | % of Premium | % of Premium |
| Under \$20,000 | 4.50% | | | |
| \$20,000 - \$24,999 | 5.50% | | | |
| Under \$25,000 | | 3.50% | 3.00% | 3.50% |
| \$25,000 - \$29,999 | 7.50% | 4.50% | 4.00% | 4.50% |
| \$30,000 - \$34,999 | 10.00% | 6.00% | 5.00% | 6.00% |
| \$35,000 - \$39,999 | 11.00% | 7.00% | 6.00% | 7.00% |
| \$40,000 - \$44,999 | 12.00% | 8.00% | 7.00% | 8.00% |
| \$45,000 - \$49,999 | 14.00% | 10.00% | 9.00% | 10.00% |
| \$50,000 - \$54,999 | 20.00% | 15.00% | 12.00% | 15.00% |
| \$55,000 - \$59,999 | 23.00% | 17.00% | 14.00% | 17.00% |
| \$60,000 - \$64,999 | 27.00% | 21.00% | 17.00% | 21.00% |
| \$65,000 - \$69,999 | 29.00% | 23.00% | 19.00% | 23.00% |
| \$70,000 - \$74,999 | 32.00% | 26.00% | 22.00% | 26.00% |
| \$75,000 - \$79,999 | 33.00% | 27.00% | 23.00% | 27.00% |
| \$80,000 - \$84,999 | 34.00% | 28.00% | 24.00% | 28.00% |
| \$85,000 - \$89,999 | 34.00% | 30.00% | 26.00% | 30.00% |
| \$90,000 - \$94,999 | 34.00% | 30.00% | 28.00% | 30.00% |
| \$95,000 - Over | 35.00% | | | |
| \$95,000 - \$99,999 | | 30.00% | 29.00% | 30.00% |
| \$100,000 - Over | | 35.00% | | 35.00% |
| \$100,000 - \$109,999 | | | 32.00% | |
| \$110,000 - Over | | | 35.00% | |

Note: All percentages are percentage of premium, not salary.



CWA Members
State Monthly Active Group
Monthly Rates
 Effective 7/1/2019 to 12/31/2020

| PLAN/COVERAGE DESCRIPTION | TOTAL |
|---|------------|
| Medical Plans Available with Prescription Drug Program #204 | |
| CWA UNITY DIRECT* #023* — PPO Plan with \$15 Primary Care Copayment | |
| Single | \$666.47 |
| Member & Spouse/Partner | \$1,332.94 |
| Family | \$1,906.10 |
| Parent & Child | \$1,239.64 |
| CWA UNITY DIRECT 2019* #024 — PPO Plan with \$15 Primary Care Copayment | |
| Single | \$662.96 |
| Member & Spouse/Partner | \$1,325.93 |
| Family | \$1,896.07 |
| Parent & Child | \$1,233.11 |
| PRESCRIPTION DRUG PROGRAM #204 | |
| Single | \$114.68 |
| Member & Spouse/Partner | \$229.35 |
| Family | \$327.97 |
| Parent & Child | \$213.30 |
| Medical Plans Available with Prescription Drug Program #203 | |
| HORIZON HMO #011 — HMO Plan with \$15 Primary Care Copayment | |
| Single | \$735.14 |
| Member & Spouse/Partner | \$1,470.28 |
| Family | \$2,102.50 |
| Parent & Child | \$1,367.36 |
| PRESCRIPTION DRUG PROGRAM #203 | |
| Single | \$135.46 |
| Member & Spouse/Partner | \$270.92 |
| Family | \$387.42 |
| Parent & Child | \$251.96 |
| Medical Plans Available with Prescription Drug Program #209 | |
| OMNIA HEALTH PLAN #057 — Tiered Plan with \$5 Primary Care / \$15 Specialist Care Copayment for Tier 1 | |
| Single | \$554.95 |
| Member & Spouse/Partner | \$1,109.90 |
| Family | \$1,587.16 |
| Parent & Child | \$1,032.21 |
| PRESCRIPTION DRUG PROGRAM #209 | |
| Single | \$128.84 |
| Member & Spouse/Partner | \$229.35 |
| Family | \$327.97 |
| Parent & Child | \$213.30 |

* Members hired before July 1, 2019, will be enrolled in CWA Unity DIRECT. Members hired after July 1, 2019, will be enrolled in CWA Unity DIRECT 2019.



CWA Members
State Monthly Active Group
Monthly Rates
 Effective 7/1/2019 to 12/31/2020

| PLAN/COVERAGE DESCRIPTION | TOTAL |
|--|------------|
| High Deductible Health Plans with Built-In Prescription Drug | |
| NJ DIRECT HD4000 #090 — <i>High Deductible Health Plan with \$4,000 In-Network Deductible</i> | |
| Single | \$473.28 |
| Member & Spouse/Partner | \$946.56 |
| Family | \$1,353.58 |
| Parent & Child | \$880.30 |
| NJ DIRECT HD1500 #091 — <i>High Deductible Health Plan with \$1,500 In-Network Deductible</i> | |
| Single | \$701.92 |
| Member & Spouse/Partner | \$1,403.84 |
| Family | \$2,007.49 |
| Parent & Child | \$1,305.57 |

For copayments and deductibles, please refer to the *Plan Design Charts* on our website at: www.nj.gov/treasury/pensions