

U.A. Local No. 290
Plumber, Steamfitter Shipfitter Industry
Health and Welfare Trust

Case 4A Projections:

Increase hourly rate at \$.50 per hour each year

	Current Rate 12/31/2010	2011	2012	2013
Projected hourly rate	\$7.89	\$8.39	\$8.89	\$9.39
Percent Increase over previous		6.3%	6.0%	5.6%

	Base Period 12/31/2010	2011	2012	2013
Income				
Negotiated	\$1,060.87	\$1,216.52	\$1,289.51	\$1,361.72
Interest	\$106.60	\$61.35	\$62.93	\$63.56
COBRA	\$31.70	\$11.00	\$12.00	\$13.00
Total Income	\$1,199.17	\$1,288.87	\$1,364.44	\$1,438.28
Expenses				
Life	\$16.15	\$16.15	\$16.15	\$16.15
Time Loss	\$20.10	\$20.10	\$20.10	\$20.10
Medical	\$752.40	\$827.64	\$910.40	\$1,001.44
Rx	\$111.32	\$121.34	\$132.26	\$144.16
Dental	\$115.37	\$122.29	\$129.63	\$137.41
Vision	\$8.21	\$8.37	\$8.54	\$8.71
Total Expenses	\$1,023.55	\$1,115.90	\$1,217.08	\$1,327.98
Subsidies				
Retirees	\$47.17	\$51.59	\$56.42	\$61.68
Stop Loss	\$28.01	\$28.00	\$28.00	\$28.00
Smoking Cessation	\$0.46	\$0.50	\$0.50	\$0.50
Operating Expenses	\$38.52	\$40.06	\$41.66	\$43.33
Total Subsidies	\$114.16	\$120.16	\$126.58	\$133.51
Total Expenses and	\$1,137.71	\$1,236.05	\$1,343.67	\$1,461.49
Surplus/(Deficit)	\$61.46	\$52.82	\$20.78	(\$23.21)
Number of Actives	2,177	2,400	2,400	2,400
Average Monthly Expenses	\$2,476,794	\$2,966,520	\$3,224,800	\$3,507,573
Beginning Total Assets	\$58,894,468	\$58,894,468	\$60,415,632	\$61,013,986
Total Liability	\$22,371,637	\$24,608,801	\$27,069,681	\$29,776,649
Net Unobligated	\$36,522,831	\$34,285,667	\$33,345,951	\$31,237,337
Less Projected Surplus/Deficit	\$0	\$1,521,164	\$598,354	(\$668,519)
Ending Reserve	\$36,522,831	\$35,806,831	\$33,944,305	\$30,568,818
Months of Unobligated Reserves	14.75	12.07	10.53	8.72

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Case 4A Assumptions:

1. Negotiated Income based on requested amounts.
2. Interest at 3%
3. COBRA based on \$10 per active increased by 10% each year
4. Actives estimated at 2400
5. Life Costs no change
6. Time Loss no change
7. Medical trended at 10%
8. Rx Drugs trended at 9%
9. Dental trended at 6%
10. Vision trended at 2%
11. Retiree subsidy based off of December 31, 2010
 - a. Self-Funded Medical trended at 10%
 - b. Self-Funded Rx trended at 10%
 - c. Kaiser Medical Premiums trended at 10%
 - d. Kaiser Rx Premiums trended at 10%
 - e. VSP trended at 2%
 - f. Operating Expenses trended at 4%
 - g. Retiree Contribution increased by 10%
 - h. Pre-Funded Contribution increased by 10%
 - i. Medicare Part D Reimbursement no change
12. Stop Loss maintained at a flat rate of \$28
13. Smoking Cessation \$0.50 per retiree
14. Operating Expenses - Active trended at 4%
15. Liabilities increased by 10% each year

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Case 4B Projections:

Increase hourly rate at \$1.00 in 2011, \$.75 in 2012 and \$.50 in 2013

	Current Rate 12/31/2010	2011	2012	2013
Projected hourly rate	\$7.89	\$8.89	\$9.64	\$10.14
Percent Increase over previous		12.7%	8.4%	5.2%

	Base Period 12/31/2010	2011	2012	2013
Income				
Negotiated	\$1,060.87	\$1,289.76	\$1,398.10	\$1,470.80
Interest	\$106.60	\$61.35	\$65.13	\$69.08
COBRA	\$31.70	\$11.00	\$12.00	\$13.00
Total Income	\$1,199.17	\$1,362.11	\$1,475.23	\$1,552.88
Expenses				
Life	\$16.15	\$16.15	\$16.15	\$16.15
Time Loss	\$20.10	\$20.10	\$20.10	\$20.10
Medical	\$752.40	\$827.64	\$910.40	\$1,001.44
Rx	\$111.32	\$121.34	\$132.26	\$144.16
Dental	\$115.37	\$122.29	\$129.63	\$137.41
Vision	\$8.21	\$8.37	\$8.54	\$8.71
Total Expenses	\$1,023.55	\$1,115.90	\$1,217.08	\$1,327.98
Subsidies				
Retirees	\$47.17	\$51.59	\$56.42	\$61.68
Stop Loss	\$28.01	\$28.00	\$28.00	\$28.00
Smoking Cessation	\$0.46	\$0.50	\$0.50	\$0.50
Operating Expenses	\$38.52	\$40.06	\$41.66	\$43.33
Total Subsidies	\$114.16	\$120.16	\$126.58	\$133.51
Subsidies	\$1,137.71	\$1,236.05	\$1,343.67	\$1,461.49
Surplus/(Deficit)	\$61.46	\$126.06	\$131.56	\$91.39
Number of Actives	2,177	2,400	2,400	2,400
Average Monthly Expenses	\$2,476,794	\$2,966,520	\$3,224,800	\$3,507,573
Beginning Total Assets	\$58,894,468	\$58,894,468	\$62,524,944	\$66,313,969
Total Liability	\$22,371,637	\$24,608,801	\$27,069,681	\$29,776,649
Net Unobligated	\$36,522,831	\$34,285,667	\$35,455,263	\$36,537,320
Less Projected Surplus/Deficit	\$0	\$3,630,476	\$3,789,025	\$2,631,984
Ending Reserve	\$36,522,831	\$37,916,143	\$39,244,288	\$39,169,305
Reserves	14.75	12.78	12.17	11.17

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Case 4B Assumptions:

1. Negotiated Income based on requested amounts.
2. Interest at 3%
3. COBRA based on \$10 per active increased by 10% each year
4. Actives estimated at 2400
5. Life Costs no change
6. Time Loss no change
7. Medical trended at 10%
8. Rx Drugs trended at 9%
9. Dental trended at 6%
10. Vision trended at 2%
11. Retiree subsidy based off of December 31, 2010
 - a. Self-Funded Medical trended at 10%
 - b. Self-Funded Rx trended at 10%
 - c. Kaiser Medical Premiums trended at 10%
 - d. Kaiser Rx Premiums trended at 10%
 - e. VSP trended at 2%
 - f. Operating Expenses trended at 4%
 - g. Retiree Contribution increased by 10%
 - h. Pre-Funded Contribution increased by 10%
 - i. Medicare Part D Reimbursement no change
12. Stop Loss maintained at a flat rate of \$28
13. Smoking Cessation \$0.50 per retiree
14. Operating Expenses - Active trended at 4%
15. Liabilities increased by 10% each year

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Case 4C Projections:

Increase hourly rate at \$.75 in each of the three years

	Current Rate 12/31/2010	2011	2012	2013
Projected hourly rate	\$7.89	\$8.64	\$9.39	\$10.14
Percent Increase over previous		9.5%	8.7%	8.0%

	Base Period 12/31/2010	2011	2012	2013
Income				
Negotiated	\$1,060.87	\$1,253.13	\$1,362.16	\$1,471.14
Interest	\$106.60	\$61.35	\$64.03	\$66.87
COBRA	\$31.70	\$11.00	\$12.00	\$13.00
Total Income	\$1,199.17	\$1,325.48	\$1,438.19	\$1,551.01
Expenses				
Life	\$16.15	\$16.15	\$16.15	\$16.15
Time Loss	\$20.10	\$20.10	\$20.10	\$20.10
Medical	\$752.40	\$827.64	\$910.40	\$1,001.44
Rx	\$111.32	\$121.34	\$132.26	\$144.16
Dental	\$115.37	\$122.29	\$129.63	\$137.41
Vision	\$8.21	\$8.37	\$8.54	\$8.71
Total Expenses	\$1,023.55	\$1,115.90	\$1,217.08	\$1,327.98
Subsidies				
Retirees	\$47.17	\$51.59	\$56.42	\$61.68
Stop Loss	\$28.01	\$28.00	\$28.00	\$28.00
Smoking Cessation	\$0.46	\$0.50	\$0.50	\$0.50
Operating Expenses	\$38.52	\$40.06	\$41.66	\$43.33
Total Subsidies	\$114.16	\$120.16	\$126.58	\$133.51
Total Expenses and	\$1,137.71	\$1,236.05	\$1,343.67	\$1,461.49
Surplus/(Deficit)	\$61.46	\$89.43	\$94.52	\$89.52
Number of Actives	2,177	2,400	2,400	2,400
Average Monthly Expenses	\$2,476,794	\$2,966,520	\$3,224,800	\$3,507,573
Beginning Total Assets	\$58,894,468	\$58,894,468	\$61,470,000	\$64,192,305
Total Liability	\$22,371,637	\$24,608,801	\$27,069,681	\$29,776,649
Net Unobligated	\$36,522,831	\$34,285,667	\$34,400,319	\$34,415,656
Less Projected Surplus/Deficit	\$0	\$2,575,532	\$2,722,305	\$2,578,126
Ending Reserve	\$36,522,831	\$36,861,199	\$37,122,624	\$36,993,782
Months of Unobligated Reserves	14.75	12.43	11.51	10.55

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Case 4C Assumptions:

1. Negotiated Income based on requested amounts.
2. Interest at 3%
3. COBRA based on \$10 per active increased by 10% each year
4. Actives estimated at 2400
5. Life Costs no change
6. Time Loss no change
7. Medical trended at 10%
8. Rx Drugs trended at 9%
9. Dental trended at 6%
10. Vision trended at 2%
11. Retiree subsidy based off of December 31, 2010
 - a. Self-Funded Medical trended at 10%
 - b. Self-Funded Rx trended at 10%
 - c. Kaiser Medical Premiums trended at 10%
 - d. Kaiser Rx Premiums trended at 10%
 - e. VSP trended at 2%
 - f. Operating Expenses trended at 4%
 - g. Retiree Contribution increased by 10%
 - h. Pre-Funded Contribution increased by 10%
 - i. Medicare Part D Reimbursement no change
12. Stop Loss maintained at a flat rate of \$28
13. Smoking Cessation \$0.50 per retiree
14. Operating Expenses - Active trended at 4%
15. Liabilities increased by 10% each year