

COLORADO REGION
For Coalition-Represented Employees
Summary of July 26 Proposal

YOUR GREAT BENEFITS WILL CONTINUE



Medical Benefits
Same office visit copays



Pension Benefits
Industry-leading benefits
for you/new hires



Dental Benefits
Comprehensive coverage

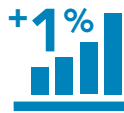


Performance Sharing
Cash payout based
on defined targets

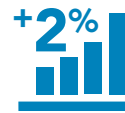


Prescriptions
\$10 in-person/\$5 mail-order
copayment¹

INCREASES TO YOUR PAY



Wage Increase
+1% increase for 2019



Wage Increases
+2% increase each year
(2020 – 2022)

ENHANCEMENTS TO YOUR BENEFITS



Retiree Medical HRA
Increases to \$2,500/year of service
(2021)²



Travel for Learning
+\$250 as part of tuition
reimbursement program

BUILDING THE WORKFORCE OF THE FUTURE³

\$40
MILLION

**Workforce
Development Fund**
To support training for
new entrants into the field



**New Hire Training
Positions**
3-year transition to Step 1
of the current wage scale⁴

¹ Based on meeting incentive targets; does not apply to flex low plan
² With the agreement to eliminate the premium subsidies to new hires (2021)
³ Available to unions who choose to participate
⁴ For agreed upon roles only