

**THIS IS MATHIAS AND LENNON'S PROPOSAL FOR PASSING ON
THEIR INCREASED HEALTH CARE COSTS TO YOU, WHILE
TELLING YOU THEY HAVE NO MONEY FOR RAISES, JUST MONEY
FOR UNION-BUSTING RAT LAWYERS.
THE UNION WILL FILE LABOR BOARD CHARGES IF THEY
ATTEMPT TO IMPLEMENT THESE INCREASES.**

TO: All General Die Casters Employees
FROM: , HR Administrator
DATE:
RE: Medical & Prescription Renewal Rate Changes
Dental Renewal Rate Changes

Due to our annual renewal, we received a premium increase for the Medical & Prescription Plan through Medical Mutual of Ohio, which will be effective on August 1, 2009. The plan coverage has not changed. Employees who have elected in the Medical & Prescription Plan will see the following rate changes on their August 7, 2009 pay date.

Medical & Prescription		
Weekly Rates	Old Rate	New Rate
Employee Only	\$13.85	\$15.83
Employee + Spouse	\$26.30	\$30.06
Employee +1 Child		
Employee + Children	\$24.25	\$27.72
Employee + Family	\$45.00	\$51.44

Medical & Prescription		
Bi-Weekly Rates	Old Rate	New Rate
Employee Only	\$27.70	\$31.66
Employee + Spouse	\$52.60	\$60.12
Employee +1 Child		
Employee + Children	\$48.50	\$55.44
Employee + Family	\$90.00	\$102.88

Due to our annual renewal, we received a premium increase for the Dental Plan through Guardian, which will be effective on August 1, 2009. The plan coverage has not changed. Employees who have elected in the Dental Plan will see the following rate changes on their August 7, 2009 pay date.

Dental		
Weekly Rates	Old Rate	New Rate
Employee Only	\$4.47	\$4.78
Employee + One (1)	\$10.04	\$10.73
Family	\$17.58	\$18.80

Dental		
Bi-Weekly Rates	Old Rate	New Rate
Employee Only	\$8.94	\$9.56
Employee + One (1)	\$20.08	\$21.47
Family	\$35.16	\$37.61

If you would like to elect, add or drop dependents, or drop coverage all together, you need to complete the paperwork by _____. Please see Mary Smith or me to get the paperwork you need to make your changes.

Thanks,