

# The Long & Winding Road to Health & Benefits

Every contract health care remains a top issue in bargaining. As health care costs have skyrocketed nationwide in the past decade, it has become increasingly difficult to maintain and especially to make gains in the benefits offered. However, through membership solidarity, we continue to have some of the best medical coverage in the country.



## 1952 Contract

- Medical coverage offered for employee only. Employee paid 57 cents per month; Company paid \$8.65.
- Medical and surgical benefits provided by: King County Medical Service Bureau.
- Maternity benefits: \$75.00.
- Ambulance fee: one-time payment of up to \$8.00.
- Hospitalization: maximum \$10.00 per day for sixty.

## 1960 Contract

- Company paid entire cost to maximum of \$10.30 per month per employee.
- Hospitalization is increased to \$16.50 per day.

## 1963 Contract

- Hospitalization increased to \$23.50 a day.
- Added clause to provide waiver of premium for up to six months if an employee is on official leave of absence because of disability caused by illness or injury.

## 1965 Contract

- Company agreed for first time to pay a portion of the medical, surgical and hospital coverage for dependents. First year Boeing paid less than 50% of premium (Boeing paid \$8.95 and employee paid \$12.79). In 1967 Boeing paid \$11.93 and employee paid \$9.81).
- Hospital allowance for tonsils and adenoids increased from \$45 to "in-full" on a one-day basis.

- Many improvements including raising hospitalization to \$27.50 per day.
- Added mental and nervous condition treatment.
- Maternity coverage improved.
- First coverage for premature births.
- Added coverage for blood transfusions.

## 1968 Contract

- Hospitalization improved to \$46 a day and \$50 a day in last year of contract.
- Significantly increased company contribution on dependent coverage
- Introduced dental coverage
- Maximum lifetime benefit \$15,000

## 1971 Contract

- Eligible dependents age increased from under 19 to under age 23.
- Employee continued to pay a portion of monthly premium for spouse and dependent children.
- Hospitalization increased to \$62 per day.
- Increases in covered amounts for ambulance, normal maternity, caesarean births.
- Maximum lifetime benefit increased to \$20,000.

## 1974 Contract

- First prescription drug plan available (Company paid) with \$2 prescription deductible.
- Employee contribution for dependent coverage completely eliminated.
- Improvements in daily hospital room and board expense.
- Added as allowed expenses: clinical psychologists for treatment of mental disorders; treatment of alcoholism at an approved alcohol treatment facility; physicians charges for well baby care during the first 48 hours after birth.

## 1977 Contract

- Added retiree medical for employees who retired prior to being eligible for Medicare.
- Added vision benefit program to cover glasses or contacts (previously only covered eye exam).
- Added coverage for convalescent care facilities.
- Added coverage for chiropractic service.
- Added benefits for routine pap smear exam, and for vasectomies and tubal ligations.
- Maximum lifetime benefit increased to \$250,000.

## 1980 Contract

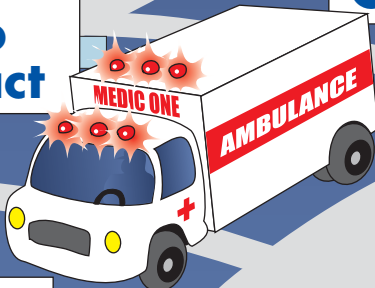
- Added \$400 hearing aid benefit.
- Added home health care payable at 80%.
- Added option to obtain voluntary second surgical opinion.
- Improvements in daily hospital room and board limits, alcoholic treatment center limits and other enhancements.
- Maximum lifetime benefit increased to \$500,000.

## 1983 Contract

- Improvements in chiropractic, treatment of alcoholism, treatment of nervous disorders, home health care.
- Vision program improved to provide a pair of lenses every two years, even though there is no change in prescription. Previously required a prescription change to get new lenses.
- Coverage for baby care immediately following birth was expanded to cover all newborns, rather than just well babies.
- Added coverage for hospice care.
- Injections in doctor's office now covered.
- Anesthesia for oral surgery will be covered as an outpatient expense.
- Introduced individual and family deductibles, \$100 and \$300 respectively.

## 1986 Contract

- Eligible dependents expanded to age 25 (previously to age 23)
- Maternity benefits: paid in full.
- Ambulance fee: \$25 co-payment.
- Hospitalization: paid in full.
- Improvements in hearing aid benefit, substance abuse treatment, nervous and mental conditions, office visits, vision benefits.
- Maximum lifetime benefit increased to \$1,000,000.



## 1989 Contract

- Addition of coverage for routine physical exams and for routine immunizations, and for well baby check-ups during the first three years of a child's life.
- Increases in substance abuse benefits and the addition of coverage for the treatment of eating disorders.
- Improvements in home health and hospice care benefits.
- Added coverage for organ donor expenses for organ procurement.
- Improvements in vision care schedule.

## 1992 Contract

- Improvements in vision frames benefit, hearing aid benefit, and organ donor procurement.
- Revised early retiree medical for those hired on or after 1/1/93, the Company will contribute 3 1/3% of the cost for each year of service with the Company.
- Introduced if a dependent spouse is employed elsewhere and waives medical coverage under their employer-sponsored plan, employee will contribute \$100 per month for for that spouse to be covered by a Boeing medical plan.

## 1995 Contract

- Starting in 1996 offered incentives to switch from Traditional Medical Plan to Optional Health Plans. Incentives as follows: 1996 \$600; 1997 \$400, 1998 \$200, which provided up to \$1200 to any member who switched or stayed in an Optional Health plan.
- Added coverage for one routine physical exam every three years for employees and spouses under age 35, and one exam every calendar year when over age 35 (up to \$200 each)
- Added coverage for routine screening mammograms, pap smears and prostate exams as recommended by physician.
- Expanded coverage for up to 8 routine physical exams for well-baby care during child's first 24 months.
- Coverage added for a variety of immunizations
- A Joint Committee on Health Care Costs and Quality formed.
- Deductibles for Traditional Medical Plan increased to \$125 for individual; \$375 for family

## 1999 Contract

- Pregnancy and pregnancy related conditions for dependent children covered.
- Acupuncture services covered under certain conditions.
- Expanded prescription drug coverage to cover contraceptive drugs.
- Added Neuro Developmental Therapy benefits of up to \$1,000 per year for kids age 6 and below as part of the physical, occupational and speech therapy.
- Added coverage for infertility diagnosis and treatment, and treatment of organic erectile dysfunction.
- Skilled Nursing Care unlimited (previously 120-day limit).
- Hospice Care increased from 120 hours in a six month period to unlimited.
- Maximum lifetime benefit increased to \$1,500,000.

## 2002 Contract

- Continued to offer Selections as a 100% Company paid monthly premium plan.
- Increases in deductibles (\$200 individual, \$600 family) & co-pays in medical plans, prescription and vision.
- Ambulance Services and treatment of mental illness and substance abuse reduced from 100% to 95%.
- Decreased time it takes for new employees to be eligible for coverage.

## 2005 Contract

- No takeaways – due to the resolve of the membership we were able to maintain our medical benefits even though workers across the country were losing many of their benefits and paying more of the cost.
- New hires continue to be eligible to receive early retiree medical. Nearly every payroll at Boeing since our negotiations in 2005 has eliminated this benefit.