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## SUMMARY OF UNION EMPLOYEE BENEFITS

**Health/Vision Insurance:** Health insurance is provided through Providence Health Plan of Oregon. PECO splits premium increase 55/45 of tiered rates with employee.

**Dental Insurance:** Dental insurance is provided through Guardian Life Insurance Company for employees and their dependents. PECO splits the premium increase 55/45 of the composite rate with employee.

**Life Insurance, Accidental Death and Dismemberment:** Life Insurance, AD&D insurance are provided by Regence Insurance Company. PECO pays 100% of the premium at the following coverage:

- PECO Employee AD&D: \$8,000.00
- PECO Employee Life: \$8,000.00

**Disability Insurance:** Short-term disability insurance is provided through Regence Insurance Company. PECO pays 100% of the premium at the following coverage:

**Short-term Disability:** Benefits commence on the eighth day in case of illness and on the first day of an accident. The maximum is \$175.00 to a 26-week maximum benefit period.

**Pension Plan:** The Company contributes a designated amount per the Collective Bargaining Agreement to the Western Conference of Teamsters Pension Trust Fund for each employee. Designated dollar amount is paid for each compensated hour to a maximum of 184 hours per calendar month and cumulative to a maximum of 2080 hours per calendar year, with PEER (program for Enhanced Early Retirement).

**401-K:** Employees with one year seniority and completed 1,000 hours of service may at a minimum fifteen cents per hour of service to the Supplement Income 401(k) Plan.

**Vacation:** Full-time employees will accrue paid vacation based on hours worked at the following annual rates:

Years of Service	Weeks	Hours
After 1 year	1 week	40 hours
After 2 years	2 weeks	80 hours
After 7 years	3 weeks	120 hours
After 15 years	4 weeks	160 hours
After 25 years	5 weeks	200 hours

**Holidays:** PECO recognizes eleven paid holidays each calendar year.