## 2021 Monthly COBRA Rates for HUCTW, HUSPMGU, and Local 26

<table>
<thead>
<tr>
<th>Plan Name</th>
<th>Individual Coverage</th>
<th>Family Coverage</th>
</tr>
</thead>
<tbody>
<tr>
<td>HUGHP HMO</td>
<td>$737.46</td>
<td>$1,992.06</td>
</tr>
<tr>
<td>HUGHP POS</td>
<td>$775.20</td>
<td>$2,092.02</td>
</tr>
<tr>
<td>BCBSMA HMO</td>
<td>$758.88</td>
<td>$2,049.18</td>
</tr>
<tr>
<td>BCBSMA POS</td>
<td>$796.62</td>
<td>$2,150.16</td>
</tr>
<tr>
<td>BCBSMA PPO</td>
<td>$796.62</td>
<td>$2,150.16</td>
</tr>
<tr>
<td>Delta Dental</td>
<td>$53.04</td>
<td>$153.00</td>
</tr>
<tr>
<td>EyeMed Vision</td>
<td>$6.75</td>
<td>$15.53</td>
</tr>
</tbody>
</table>
2021 Layoff & COBRA Rates for HUCTW, HUSPMGU, & Local 26
(Layoff rates during first 12 months, COBRA rates thereafter)

<table>
<thead>
<tr>
<th>Individual Coverage</th>
<th>Layoff Rates Based on salary tier</th>
<th>COBRA Rates</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>&lt;$55k</td>
<td>$55K - $74,999</td>
</tr>
<tr>
<td>HUGHP HMO</td>
<td>$138.00</td>
<td>$159.00</td>
</tr>
<tr>
<td>HUGHP POS</td>
<td>$193.50</td>
<td>$214.50</td>
</tr>
<tr>
<td>BCBSMA HMO</td>
<td>$169.50</td>
<td>$190.50</td>
</tr>
<tr>
<td>BCBSMA POS</td>
<td>$225.00</td>
<td>$246.00</td>
</tr>
<tr>
<td>BCBSMA PPO</td>
<td>$225.00</td>
<td>$246.00</td>
</tr>
<tr>
<td>Delta Dental</td>
<td>$30.00</td>
<td>$30.00</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Family Coverage</th>
<th>Layoff Rates Based on salary tier</th>
<th>COBRA Rates</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>&lt;$55k</td>
<td>$55K - $74,999</td>
</tr>
<tr>
<td>HUGHP HMO</td>
<td>$372.00</td>
<td>$430.50</td>
</tr>
<tr>
<td>HUGHP POS</td>
<td>$519.00</td>
<td>$577.50</td>
</tr>
<tr>
<td>BCBSMA HMO</td>
<td>$456.00</td>
<td>$514.50</td>
</tr>
<tr>
<td>BCBSMA POS</td>
<td>$604.50</td>
<td>$663.00</td>
</tr>
<tr>
<td>BCBSMA PPO</td>
<td>$604.50</td>
<td>$663.00</td>
</tr>
<tr>
<td>Delta Dental</td>
<td>$84.00</td>
<td>$84.00</td>
</tr>
<tr>
<td>EyeMed Vision</td>
<td>$15.23</td>
<td>$15.23</td>
</tr>
</tbody>
</table>
### 2021 Survivor COBRA Rates for HUCTW, HUSPMGU, & Local 26

(Employee rates during first 9 months, COBRA rates for remaining 27 months)

<table>
<thead>
<tr>
<th>Individual Coverage</th>
<th>Employee Rates Based on salary tier</th>
<th>COBRA Rates</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>&lt;$55k</td>
<td>$55K - $74,999</td>
</tr>
<tr>
<td>HUGHP HMO</td>
<td>$92.00</td>
<td>$106.00</td>
</tr>
<tr>
<td>HUGHP POS</td>
<td>$129.00</td>
<td>$143.00</td>
</tr>
<tr>
<td>BCBSMA HMO</td>
<td>$113.00</td>
<td>$127.00</td>
</tr>
<tr>
<td>BCBSMA POS</td>
<td>$150.00</td>
<td>$164.00</td>
</tr>
<tr>
<td>BCBSMA PPO</td>
<td>$150.00</td>
<td>$164.00</td>
</tr>
<tr>
<td>Delta Dental</td>
<td>$20.00</td>
<td>$20.00</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Family Coverage</th>
<th>Employee Rates Based on salary tier</th>
<th>COBRA Rates</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>&lt;$55k</td>
<td>$55K - $74,999</td>
</tr>
<tr>
<td>HUGHP HMO</td>
<td>$248.00</td>
<td>$287.00</td>
</tr>
<tr>
<td>HUGHP POS</td>
<td>$346.00</td>
<td>$385.00</td>
</tr>
<tr>
<td>BCBSMA HMO</td>
<td>$304.00</td>
<td>$343.00</td>
</tr>
<tr>
<td>BCBSMA POS</td>
<td>$403.00</td>
<td>$442.00</td>
</tr>
<tr>
<td>BCBSMA PPO</td>
<td>$403.00</td>
<td>$442.00</td>
</tr>
<tr>
<td>Delta Dental</td>
<td>$56.00</td>
<td>$56.00</td>
</tr>
<tr>
<td>EyeMed Vision</td>
<td>$15.23</td>
<td>$15.23</td>
</tr>
</tbody>
</table>

Union codes 07, 21, 55
March 2021