



HARVARD HUMAN RESOURCES
Benefits

2024 Monthly COBRA Rates for Local 26 Unions

Plan Name	Individual	Family
HUGHP HMO	\$821.10	\$2,216.46
HUGHP POS	\$862.92	\$2,329.68
BCBSMA HMO	\$844.56	\$2,280.72
BCBSMA POS	\$886.38	\$2,393.94
BCBSMA PPO	\$886.38	\$2,393.94
MetLife Dental	\$46.61	\$129.58
EyeMed Vision	\$6.75	\$15.53

Any information contained in this document is intended to be accurate. The provisions of the benefit plan documents will govern to the extent there is any inconsistency between those documents and the information contained here.

2024 Layoff and COBRA Rates for Local 26 Union
(Layoff rates during first 12 months, COBRA rates thereafter)

Individual Coverage	Layoff Rates Based on full time equivalent salary				COBRA Rates 102%
	<\$55k	\$55K - \$74,999	\$75k – \$99,999	\$100k and above	
HUGHP HMO	\$153.00	\$177.00	\$238.50	\$298.50	\$821.10
HUGHP POS	\$214.50	\$238.50	\$300.00	\$360.00	\$862.92
BCBSMA HMO	\$187.50	\$211.50	\$273.00	\$333.00	\$844.56
BCBSMA POS	\$249.00	\$273.00	\$334.50	\$394.50	\$886.38
BCBSMA PPO	\$249.00	\$273.00	\$334.50	\$394.50	\$886.38
MetLife Dental	\$25.50	\$25.50	\$25.50	\$25.50	\$46.61
EyeMed Vision	\$6.62	\$6.62	\$6.62	\$6.62	\$6.15

Family Coverage	Layoff Rates Based on full time equivalent salary				COBRA Rates 102%
	<\$55k	\$55K - \$74,999	\$75k – \$99,999	\$100k and above	
HUGHP HMO	\$414.00	\$478.50	\$642.00	\$805.50	\$2,216.46
HUGHP POS	\$580.50	\$645.00	\$808.50	\$972.00	\$2,329.68
BCBSMA HMO	\$508.50	\$573.00	\$736.50	\$900.00	\$2,280.72
BCBSMA POS	\$675.00	\$739.50	\$903.00	\$1,066.50	\$2,393.94
BCBSMA PPO	\$675.00	\$739.50	\$903.00	\$1,066.50	\$2,393.94
MetLife Dental	\$72.00	\$72.00	\$72.00	\$72.00	\$129.58
EyeMed Vision	\$15.23	\$15.23	\$15.23	\$15.23	\$15.53

2024 Survivor and COBRA Rates for Local 26 Union

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

Individual Coverage	Employee Rates Based on full time equivalent salary				COBRA Rates 102%
	<\$55k	\$55K - \$74,999	\$75k – \$99,999	\$100k and above	
HUGHP HMO	\$102	\$118	\$159	\$199	\$821.10
HUGHP POS	\$143	\$159	\$200	\$240	\$862.92
BCBSMA HMO	\$125	\$141	\$182	\$222	\$844.56
BCBSMA POS	\$166	\$182	\$233	\$263	\$886.38
BCBSMA PPO	\$166	\$182	\$233	\$263	\$886.38
MetLife Dental	\$17	\$17	\$17	\$17	\$46.61
EyeMed Vision	\$6.62	\$6.62	\$6.62	\$6.62	\$6.75

Family Coverage	Employee Rates Based on full time equivalent salary				COBRA Rates 102%
	<\$55k	\$55K - \$74,999	\$75k – \$99,999	\$100k and above	
HUGHP HMO	\$276	\$319	\$428	\$537	\$2,216.46
HUGHP POS	\$387	\$430	\$539	\$648	\$2,329.68
BCBSMA HMO	\$339	\$382	\$491	\$600	\$2,280.72
BCBSMA POS	\$450	\$493	\$602	\$711	\$2,393.94
BCBSMA PPO	\$450	\$493	\$602	\$711	\$2,393.94
MetLife Dental	\$48	\$48	\$48	\$48	\$129.58
EyeMed Vision	\$15.23	\$15.23	\$15.23	\$15.23	\$15.53