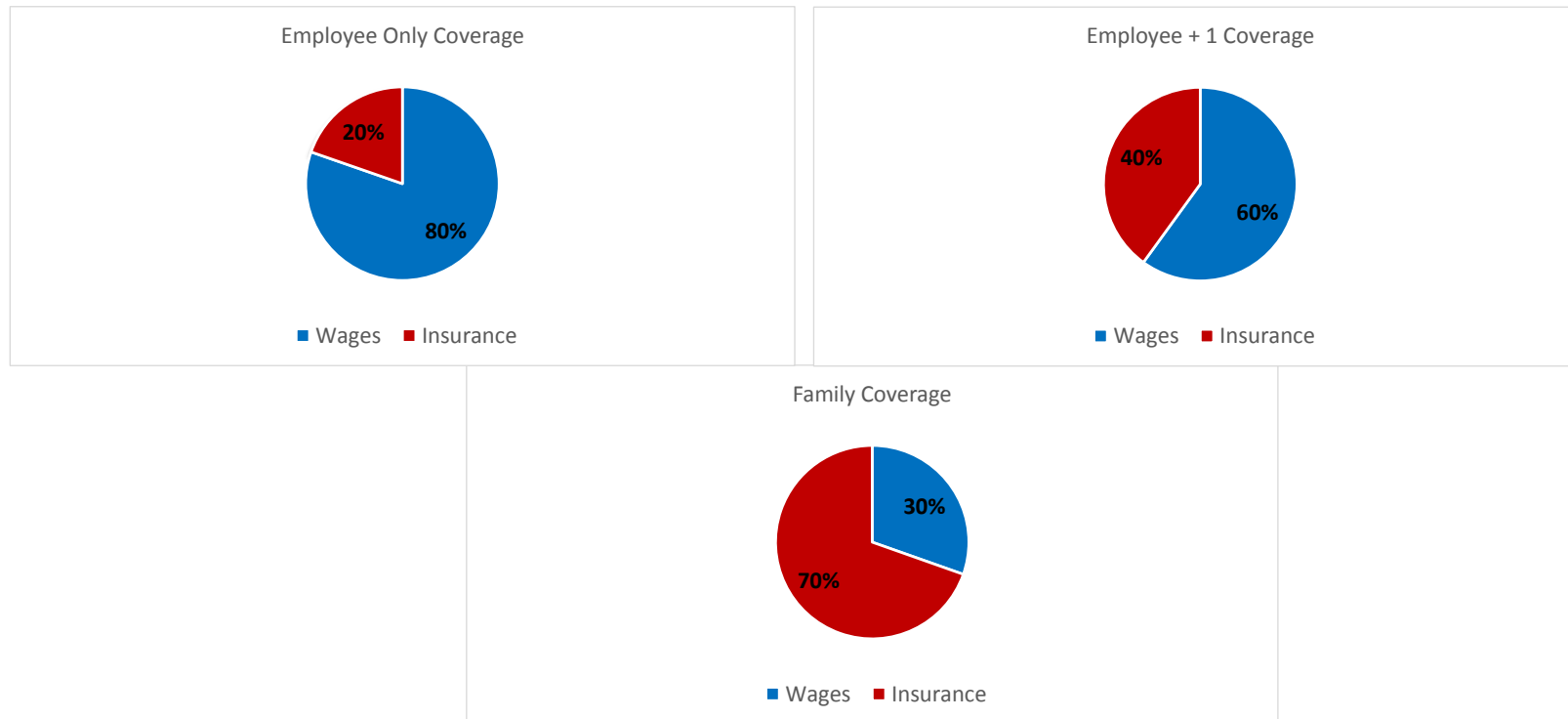


SETTING THE RECORD STRAIGHT: REAL WAGE INCREASES AFTER H&W DEDUCTIONS

Percent of Wage Increase Absorbed By Employer's Dec. 14th H&W Proposal*

	Wages	EE		EE + 1		Family	
		Insurance (hourly)	% Of Wages Paid To Insurance	Insurance (hourly)	% Of Wages Paid To Insurance	Insurance (hourly)	% Of Wages Paid To Insurance
Year 1	\$ 0.50	\$0.04	8%	\$0.08	16%	\$0.11	22%
Year 2	\$ 0.50	\$0.10	14%	\$0.20	28%	\$0.43	54%
Year 3	\$ 0.50	\$0.10	16%	\$0.20	32%	\$0.33	57%
Year 4	\$ 0.50	\$0.13	18%	\$0.28	38%	\$0.43	64%
Year 5	\$ 0.50	\$0.13	20%	\$0.25	40%	\$0.45	70%
Total	\$ 2.50	\$0.50	20%	\$1.01	40%	\$1.75	70%

* Chart compares the Employer's proposed wage increase to the Employer's proposed employee contribution increases per year



Over the life of the proposed contract employees with SINGLE coverage will have their wage increase reduced by 20% for a real average wage increase of 2% per year

Over the life of the proposed contract employees with EMPLOYEE + 1 coverage will have their wage increase reduced by 40% for a real average wage increase of 1.4% per year

Over the life of the proposed contract employees with FAMILY coverage will have their wage increase reduced by 70% for a real average wage increase of 0.8% per year