



Veolia North America  
Bargaining Unit MA7

## 2024 Employee Contributions



The 2024 employee contributions show what you'll pay for coverage under the Veolia North America benefits plans.

Questions? Call the Veolia Benefits Center at 1-844-690-0918, Monday through Friday from 7:30 a.m. to 6:00 p.m. CST to speak with a representative.

### Medical Contributions

	VNA	
	BI-WEEKLY	WEEKLY
<b>HEALTH</b>		
<b>HIGH DEDUCTIBLE HEALTH PLAN — HSA GOLD*</b>		
Employee Only	\$81.97	\$40.98
Employee and Spouse	\$180.77	\$90.38
Employee and Children	\$148.09	\$74.04
Employee and Family	\$240.72	\$120.36
<b>HIGH DEDUCTIBLE HEALTH PLAN — HSA SILVER</b>		
Employee Only	\$18.50	\$9.25
Employee and Spouse	\$49.35	\$24.67
Employee and Children	\$38.56	\$19.28
Employee and Family	\$60.75	\$30.37
<b>PPO</b>		
Employee Only	\$81.31	\$40.66
Employee and Spouse	\$184.83	\$92.42
Employee and Children	\$145.15	\$72.58
Employee and Family	\$241.60	\$120.80
<b>EPO</b>		
Employee Only	\$94.80	\$47.40
Employee and Spouse	\$199.08	\$99.54
Employee and Children	\$170.64	\$85.32
Employee and Family	\$274.92	\$137.46

## Dental Contributions

DENTAL PPO - DELTA	VNA			
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	BI-WEEKLY	WEEKLY	BI-WEEKLY	WEEKLY
Employee Only	\$0.00	\$0.00	\$0.00	\$0.00
Employee and Spouse	\$0.00	\$0.00	\$0.00	\$0.00
Employee and Children	\$0.00	\$0.00	\$0.00	\$0.00
Employee and Family	\$0.00	\$0.00	\$0.00	\$0.00

## Vision Contributions

DENTAL PPO - DELTA	VNA			
	CORE		BUY-UP	
	BI-WEEKLY	WEEKLY	BI-WEEKLY	WEEKLY
Employee Only	\$1.52	\$0.76	\$5.21	\$2.61
Employee and Spouse	\$3.03	\$1.52	\$10.41	\$5.21
Employee and Children	\$3.25	\$1.63	\$11.14	\$5.57
Employee and Family	\$5.16	\$2.58	\$17.68	\$8.84

## Long-Term Disability Insurance

	CORE	BUY-UP
Employee Only	<i>Paid for by Veolia</i>	\$0.210 per \$100

## Life Insurance

BASIC	
Employee	<i>Paid for by Veolia</i>
SUPPLEMENTAL EMPLOYEE AND SPOUSE/DOMESTIC PARTNER	
Age (of employee or spouse as of January 1, 2024)	Monthly per \$1,000 of coverage
<29	\$0.048
30-34	\$0.076
35-39	\$0.086
40-44	\$0.095
45-49	\$0.143
50-54	\$0.219
55-59	\$0.409
60-64	\$0.627
65-69	\$1.207
70+	\$1.957
SUPPLEMENTAL DEPENDENT CHILD	
\$25,000 per child	\$1.250

## Accidental Death and Dismemberment Insurance

	BASIC	SUPPLEMENTAL <i>Monthly per \$1,000 of coverage</i>
Employee Only	Paid for by Veolia	\$0.020
Employee and Family		\$0.035

## Voluntary Group Legal

	MONTHLY
Standard	\$18.00
Standard and Parent	\$23.00

## Voluntary Identity Theft Protection

	MONTHLY
Employee Only	\$8.95
Employee and Family	\$16.95

## Voluntary Critical Illness

*\$20,000 Coverage Rates (\$10,000 Child coverage included in Employee and Child and Family tiers)*

	MONTHLY			
	EMPLOYEE ONLY	EMPLOYEE AND SPOUSE	EMPLOYEE AND CHILD	EMPLOYEE AND FAMILY
Ages 18-25	\$6.86	\$13.22	\$6.86	\$13.22
Ages 26-30	\$9.03	\$17.56	\$9.03	\$17.56
Ages 31-35	\$10.68	\$20.87	\$10.68	\$20.87
Ages 36-40	\$14.04	\$27.58	\$14.04	\$27.58
Ages 41-45	\$16.91	\$33.32	\$16.91	\$33.32
Ages 46-50	\$20.18	\$39.86	\$20.18	\$39.86
Ages 51-55	\$31.35	\$62.21	\$31.35	\$62.21
Ages 56-60	\$30.93	\$61.37	\$30.93	\$61.37
Ages 61-65	\$63.03	\$125.56	\$63.03	\$125.56
Ages 66+	\$110.52	\$220.54	\$110.52	\$220.54

*\$10,000 Coverage Rates (\$5,000 Child coverage included in Employee and Child and Family tiers)*

	MONTHLY			
	EMPLOYEE ONLY	EMPLOYEE AND SPOUSE	EMPLOYEE AND CHILD	EMPLOYEE AND FAMILY
Ages 18-25	\$4.15	\$8.05	\$4.15	\$8.05
Ages 26-30	\$5.24	\$10.23	\$5.24	\$10.23
Ages 31-35	\$6.06	\$11.87	\$6.06	\$11.87
Ages 36-40	\$7.74	\$15.23	\$7.74	\$15.23
Ages 41-45	\$9.18	\$18.11	\$9.18	\$18.11
Ages 46-50	\$10.81	\$21.37	\$10.81	\$21.37
Ages 51-55	\$16.40	\$32.55	\$16.40	\$32.55
Ages 56-60	\$16.19	\$32.13	\$16.19	\$32.13
Ages 61-65	\$32.23	\$64.22	\$32.23	\$64.22
Ages 66+	\$55.98	\$111.71	\$55.98	\$111.71

## Voluntary Group Hospital Indemnity

	MONTHLY	
	HIGH PLAN	LOW PLAN
Employee Only	\$20.02	\$10.02
Employee and Spouse	\$40.54	\$20.28
Employee and Children	\$33.02	\$16.50
Employee and Family	\$53.54	\$26.76

## Voluntary Accident Insurance

	MONTHLY	
	HIGH PLAN	LOW PLAN
Employee Only	\$10.37	\$5.73
Employee and Spouse	\$17.40	\$9.87
Employee and Children	\$20.92	\$11.77
Employee and Family	\$27.95	\$15.91