



UNION Plan 125

Your Trusted Partner for

The CHAMP Plan™

The Champ Plan™ provides a complete supplemental health and wellness program at **zero cost to the employer and zero cost to the employee.**

Pre-tax deduction payroll savings, funds the entire Champ Plan™ program. So, **employers pay less in payroll taxes, and employees see more in their paycheck.**





The Champ Plan™ operates as a **pre-tax deduction advantage** supplemental health benefit program, integrated within a **Section 125 IRC Cafeteria Plan**. This structure is authorized and governed by **Section 125 of the Internal Revenue Code** and **approved** by the **Internal Revenue Service (IRS)**.



EMPLOYER BENEFITS

Pre-Payroll FICA Tax Savings

Save an average of

\$47.80

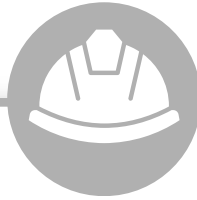
Per member / per month

For 1000 members:

➤ **\$47,800/month**

➤ **\$573,600/year**

In payroll tax savings



UNION MEMBERS

Average Pay Increases*

\$123.00

Per member / per month

24/7/365 Access to:

100% Unlimited Prevention Medical Physical and Health Wellness Care

**\$0 Copay
\$0 Deductable**

For Members Only

In Person Primary Care

In Person Urgent Care

Virtual Benefits for Member & Family

Average varies based on the member's region, job classification, and other factors contributing to savings and equivalent amounts.



LOCAL UNION

After Enrolling In **The Champ Plan**

Champion Health has an optional offer for you

Donation to 501 (c)(3) Charity

For 1000 members:

➤ **\$20,000/month**

Support for your Union Local Non-Profit Initiatives:

Offering a \$20 per member monthly donation to your Local 501 (c)(3) nonprofit organization to support impactful community initiatives.





Immediate Savings

A IRS Section 125 IRC Cafeteria Plan creates instant and guaranteed tax savings for unions and their contributing employers. By allowing members to use pre-tax dollars for eligible benefits, it reduces taxable wages—lowering FICA expenses and putting more take-home pay back into members’ pockets from day one. This is a responsible financial decision that delivers real savings without increasing union costs.



Non-Measurable Savings

Beyond the immediate tax advantages, a IRS Section 125 IRC Cafeteria Plan strengthens union culture and long-term financial health. When members feel supported with meaningful benefits, morale increases, loyalty grows, and turnover decreases—saving unions time, resources, and the hidden costs of member disengagement. These quality-of-life improvements create a stronger, more unified membership.



Offloading Claim Savings

A IRS Section 125 IRC Cafeteria Plan can help reduce the strain on traditional health insurance plans when certain services are accessed outside of the primary group health policy. Fewer claims contribute to more stable healthcare costs and can help protect unions and employers from steep annual premium increases. This proactive approach allows union leadership to safeguard resources and maintain long term benefit affordability for members.

Why Union Leaders Choose Vital Edge Benefits



Adds Measurable Member Value

Members gain proactive, preventive health care at zero out-of-pocket cost including unlimited primary care visits, mental health support, and family telehealth access. It’s a simple, high impact way to enhance your existing benefits package while improving quality of life.



Promotes Retention & Satisfaction

When your union members feel cared for, loyalty and connection grows. Offering zero-cost supplemental care builds goodwill, strengthens trust, and reflects leadership’s genuine commitment to the health and happiness of every member you represent.



Ensures Compliance & Simplicity

Every aspect of the Champ Plan operates under IRS Section 125 IRC Cafeteria Plan, ensuring total compliance and transparency. Our trusted partners handle reporting, onboarding, and documentation, making administration easy and worry-free for leadership teams.



Supports Transparency & Trust

Union Plan 125 was built on openness and integrity. With full documentation, clear reporting, and ongoing support, leaders can feel confident that every step of the process meets federal standards and strengthens long-term member trust.

Member Benefits

Increased Take-Home Pay

- Pre-tax savings = higher net pay

Enhanced Medical Coverage

- Supplemental coverage that doesn’t interfere with existing health plans

\$0 Out-of-Pocket Medical Visits

- 100% coverage for primary care, urgent care & preventive services
- No deductibles, no copays, no impact on major medical
- Access through the First Health Network

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The CHAMP Plan™

EMPLOYEE PAYROLL CENSUS

What You Do

1. Provide a payroll census ideally most recent paystubs in PDF format
2. Provide enrollment census
3. Participate in pre-enrollment logistics including payroll setup
4. Sign Plan Documents and approve marketing materials
5. Provide ongoing support of plan

What We Do

1. Generate a proposal/analysis and review it with you
2. Design employee education materials
3. Educate all employees on their benefits and how to use them
4. Host Employee Education calls during open enrollment
5. Provide employee support with a dedicated benefits hotline
6. Help with payroll coordination
7. Monitor employee engagement
Initiate engagement with employees to ensure compliance



The Payroll Register Will Need to Include:

Excel is preferred, but CSV or PDF formats are also acceptable.

- Employee gross pay
- Itemized taxes
- Net pay

**YOUR
SECURED
LINK**

