

KEY CONTRACTUAL PROVISIONS: VSCUP CONTRACT ONLY

This is a summary of a portion of the contract
and does not replace the contractual provisions.

See also, Table on Second Page

Three basic levels of Retiree Medical coverage:

27.3 If hired before January 31, 1997, the employee is eligible for retirement with medical and dental insurance benefits for life, with full coverage for spouse:

at age 60+ with at least 10 years of continuous employment or

at age 65+ with at least 5 years of continuous employment

Family coverage would be limited to one year after retirement.

27.3 If hired before July 1, 2007, employee is eligible for retirement with medical and dental insurance benefits for life, with full coverage for spouse:

at age 55+ with at least 15 years of full-time service or

at any age with at least 20 years of full-time service

Family coverage would be limited to one year after retirement.

27.2 If hired after July 1, 2007 but before October 1, 2012, employee is eligible with medical and dental insurance benefits for life, with full coverage for spouse:

at age 65+ with at least 10 years of full-time service

For all retirees, once eligible for Medicare (age 65), the individual must convert to Medicare.

Payment of Insurance Premiums:

If hired prior to July 1, 2000, the Retiree does not have to pay any share of the health insurance premium. 27.5

If hired on or after July 1, 2000, the retiree will be responsible for a share of the premium at the same percentage rate in effect for that employee at the time of retirement. (If the employee pays 10% of the premium at the time of retirement, the retiree will pay 10% of the premium in retirement.) 27.5

Medicare charges its own premium – this will not come through the VSC.

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Medical Coverage for Retirees

Hiring Dates	Employee Age	Employee Service (continuous full-time)	Spouse Coverage	Family Coverage	Contract Ref.
Before January 31, 1997	60+	10+ years	Same as retiree	One year	27.5 ¶3
	65+	5+ years	Same as retiree	One year	27.5 ¶3
Before July 1, 2007	Any age	20+ years	Same as retiree	One year	27.3 ¶2
	55+	15+ years	Same as retiree	One year	27.3 ¶1
On or after July 1, 2007	65+	10+ years	Same as retiree	One year	27.2
After October 1, 2012	--	No coverage	No coverage	No coverage	27.9

Payment of Medical Premiums for Retirees

Hiring Dates	Employee Share of VSC Premium (Then Medicare)	Contract Ref.
Before July 1, 2000	No Cost	27.5
On or after July 1, 2000	Same percentage as when last employed	27.5