

## RETIREE SUBSIDY BENEFIT

MCASF Local 725 Health & Welfare Plan Participants who have worked in the GF, F, R1, R2, R5, MESJ and MES2 job classifications, and non-bargaining unit alumni on whose behalf an additional \$0.25 hourly contribution is remitted over and above the hourly contribution rate required by the applicable collective bargaining agreement (presently, PHW1, PTF1, and PTFU reporting forms), shall be eligible to receive the Retiree Subsidy Benefit if they qualify based upon;

- (A) Worked in one (1) of the seven (7) classifications, or have been reported upon pursuant to an appropriate reporting form, for the entire sixty (60) consecutive calendar months preceding retirement; or
- (B) For that same sixty (60) consecutive month period preceding retirement, had coverage resulting from a combination of;
  - (1) having performed work as described in (A) above;
  - (2) having expended available Hour Bank hours;
  - (3) having made Supplemental Self-Pay contributions; and/or
  - (4) having made COBRA Continuation Coverage payments.

This benefit provides reimbursement for up to \$425.00 (subject to change) per month for a total of sixty (60) consecutive months (5 years).

<b>RETIREES UNDER AGE 65</b>
A participant who retires before reaching age 65 (or his/spouse) will receive a subsidy that can only be applied toward the cost of COBRA Coverage and/or Supplemental Self-Pay Coverage.
Widows (or widowers), of participants who die after age 55 but prior to retirement, are eligible to receive a subsidy that can only be applied towards the cost of COBRA Continuing Coverage and/or Supplemental Self-Pay Coverage.

<b>RETIREES OVER AGE 65</b>
A participant who retires at or after reaching age 65 (or his/her spouse) will receive a subsidy that can only be used for reimbursement of a portion of the premium costs for his/her individual Medicare Supplemental Insurance Policy, if any.
A participant who retires at or after reaching age 65, whose spouse has not yet reached age 65, may have the subsidy applied towards his/her own Medicare Supplemental Insurance Coverage or to his/her spouse's COBRA Coverage.

For additional questions and inquiries about enrolling in the MCASF Local 725 Retiree Subsidy Program, or how the benefits are administered, please contact Benefit Services at (754) 777 - 7735.