

## KEY CONTRACTUAL PROVISIONS

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:

35.3.a. If hired before July 1, 2008, employee is eligible for retirement with medical and dental insurance benefit. The spouse or family will have medical/dental coverage for one year after retirement.

35.3.b. If hired before July 1, 2008, employee is eligible for retirement with medical and dental insurance benefits for life, with full coverage for spouse:

at age 55+ with at least 20 years service or

at age 58+ with at least 15 years services or

at age 62+ with at least 10 years service

Family coverage would be limited to one year after retirement.

35.2. If hired on or after July 1, 2008, employee is eligible for retirement at the age of 65+ if at least 10 years of full-time continuous service to VSC with medical and dental coverage, and coverage for spouse. Family coverage would be limited to one year after retirement.

For all retirees, once eligible for Medicare (age 65), the individual must convert to Medicare. 35.7

### Payment of Insurance Premiums:

If hired prior to July 1, 2000, the Retiree does not have any share of the health insurance premium. 35.4

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.) 35.4

Once on Medicare, the retiree is not responsible for a share of premium unless the retiree's spouse is not yet on Medicare. (Medicare charges its own premium – this will not come through the VSC.) 35.4

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