

RETIRED PARTICIPANT- MEDICAL AND LIFE ELIGIBILITY

Eligibility

As a retiree you will be eligible for medical coverage and life insurance if you have worked the required number of hours in Covered Employment just prior to your retirement date and satisfy the other requirements described below.

- ***If you are age 65 or older on your retirement date*** from the Local 57 Pension Plan, you are Medicare eligible and not eligible for retiree medical insurance. You are eligible for life insurance if you:
 - were eligible for coverage (other than COBRA coverage) at any time during the 12 months immediately before your retirement date; and
 - worked at least 3,500 hours in Covered Employment during the 5 years immediately before your retirement date.
- ***If you are age 62, 63 or 64 on your retirement date*** from the Local 57 Pension Plan, you are eligible if you:
 - were eligible for coverage (other than COBRA coverage) at any time during the 12 months immediately before your retirement date; and
 - worked at least 3,500 hours in Covered Employment during the 5 years immediately before your retirement date.
- ***If you are age 60 or 61 and have 30 service credits on your retirement date*** from the Local 57 Pension Plan, you are eligible if you:
 - were eligible for coverage (other than COBRA coverage) at any time during the 6 months immediately before your retirement date; and
 - worked at least 3,500 hours in Covered Employment during the 5 years immediately before your retirement date.
- ***Regardless of your age at retirement, if you retire on or after January 1, 1998 and you have 35 service credits on your retirement date*** from the Local 57 Pension Plan, you are eligible if you:
 - were eligible for coverage (other than COBRA coverage) at any time during the 6 months immediately before your retirement date; and
 - worked at least 3,500 hours in Covered Employment during the 5 years immediately before your retirement date.

If you qualify with 35 service credits, once you have exhausted active medical coverage, you will be eligible for retiree medical coverage for three years at no expense. Thereafter, you may continue coverage on either the retiree or the active medical insurance until the earlier of medicare eligibility or age 65 by making a 25 percent co-payment of the monthly cost. The co-payment is due on the 15th of the month *proceeding* the month of coverage. However, you will have a 30-day grace period from that due date to make the monthly payment.

Note: Service credits earned in the hour bank are not counted toward eligibility for retiree medical coverage.

Termination of Eligibility

Your medical insurance will terminate on the first of the month following your 65th birthday. Your spouse, if under age 65, will have the opportunity to purchase medical insurance at Local 57 group rates under the COBRA plan. The purchased COBRA coverage will continue until your spouse reaches age 65, or for 36 months, whichever comes first. The same right to purchase medical insurance under the COBRA plan applies for any other Eligible Dependent covered by your insurance. *If you should die prior to reaching age 65 while you are eligible for coverage, medical insurance for your Eligible Dependents will be continued by the Health & Welfare Fund for an additional 90 days after your death.*