

## ARTICLE 29 – BENEFITS

1 at the retiree's expense, a guaranteed issue Medicare supplement plan through a  
2 third-party administrator, to the extent available.  
3

### 4 G. SICK LEAVE CONVERSION TO HEALTH RETIREMENT ACCOUNT

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6 The Company shall establish a Health Reimbursement Account ("HRA") for eligible  
7 TWU/IAM Association represented retirees who:  
8

9 1. Meet the retirement criteria of the 65-point plan or equivalent policy and retire from  
10 the Company;

11 and

12  
13 2. Gives the Company at least four (4) months' advance notice of the employee's  
14 intent to retire.  
15

16 For each such eligible retiree, the Company will credit to a notional HRA account the  
17 value of the eligible retiree's accumulated unused sick leave hours at the time of  
18 retirement multiplied by the 50% of the hourly rate of the retiree at the time of retirement.  
19 The HRA account credits may be used for qualified retiree medical expenses for any  
20 qualified retiree medical plan. The HRA account credits may only be used to reimburse  
21 the retiree for unreimbursed, substantiated, qualified medical expenses of the retiree  
22 and/or eligible dependents up to the retiree's HRA account credit balance.  
23

24 The HRA must comply with all applicable laws and regulations. The Company will be  
25 responsible for drafting and maintaining the HRA plan documents(s) and will have  
26 discretion over all plan-related items not addressed in the Agreement. The Company  
27 shall have the right to amend any provision of the HRA plan that is required by applicable  
28 law or is necessary to maintain the tax qualified status of the plan.  
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### 30 H. LIFE INSURANCE - Retirees

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32 The Company is not required to maintain, fund, or provide for retiree life insurance  
33 benefits.