

RETIREE SUBSIDY BENEFIT

MCASF Local 725 Health & Welfare Plan Participants who have worked in the GF, F, RI, 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, PHWI, PTFI, 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).

RETIREES UNDER AGE 65
If you retire before reaching age 65, you will receive a monthly subsidy that can only be utilized to obtain reimbursement towards cost of COBRA Coverage and/or Supplemental Self-Pay Coverage if applicable, or towards any other health care coverage you obtain, including exchange insurance products (“Outside Coverage”). If upon retirement you elect first to obtain Outside Coverage, you will not be permitted to later elect COBRA Coverage and/or Supplemental Self-Pay after your retirement have passed.
Widows or widowers of participants who die after age 55 but prior to retirement, are eligible to receive a subsidy that can be applied towards the cost of COBRA Continuing Coverage and/or Supplemental Self-Pay Coverage, or towards any other health care coverage including exchange insurance products (“Outside Coverage”). If a widow or widower, first election is to obtain Outside Coverage, you will not be permitted to later elect COBRA Coverage and/or Supplemental Self-pay.
RETIREES OVER AGE 65
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 or a Medicare Advantage Plan.
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 and/or Supplemental Self-pay or Outside 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.