

**AMENDMENT NO. 20-8
TO THE
RULES AND REGULATIONS
OF THE
MEBA MEDICAL AND BENEFITS PLAN**

The Trustees of the MEBA Medical and Benefits Plan (the “Plan”) approved the following changes to the Plan’s Rules and Regulations relating to eligibility for former MEBA Plans Office employees effective January 1, 2020, and to make technical amendments related to the provision of retiree benefits to rehired Union officials and former Administrative Plan Employees.

1. Article IX, Section 2, “Eligibility,” is amended to read as follows (*new language shown in bold italics*):

An Employee, as defined *in Section 1(a) of this Article IX*, shall become eligible for benefits hereinafter described on the date such Employee completes one month of continuous service for which contributions have been made to the Plan; provided, however, that the eligibility of an Employee who is at the time of employment eligible under Article I shall commence upon the date he commences active service.

A former Employee, as defined above, who becomes re-employed by the Administrative Plan Office shall again become eligible for benefits after completing 60 days of continuous service for which contributions have been made to the Plan.

2. Article IX, Section 4(a) is amended to read as follows (*new language shown in bold italics*):

- (a) When eligible, an Employee described in Section 1(a) of this Article IX shall be entitled to the Life Benefit and Accidental Death and Dismemberment benefits pursuant to Articles III and IV hereof and such Employee shall also be entitled, for himself and his Dependents, to the benefits provided under Articles VI, XI, XII, XIV, and XV hereof. *An Employee who retires from the Administrative Plan Office under the MEBA Pension Trust shall also be eligible for benefits as a Pensioner under Article VIII.*

3. Article IX is amended to add a new Section 5 to follow immediately after Section 4, and to read as follows:

- (5) A Pensioner who is permitted to return to Covered Employment under Appendix H, Section H2.09(b)(6), of the MEBA Pension Trust Regulations and for whom Employer contributions are received, may request reimbursement of Pensioner Contributions made to cover periods of active employment provided:

- (a) The Pensioner has made Pensioner Contributions with respect to the periods of active employment. (Failure to do so results in termination of the Pensioner’s Retiree medical coverage under Article VIII, Section 2(e)(3).)
- (b) The Pensioner returns to active employment and works at least 90 consecutive days in Covered Employment; and
- (c) The Pensioner submits an application for reimbursement of Pensioner Contributions and documentation required by the Plan Office within twelve (12) months from the last day of Covered Employment.

The above requirements having been met, monthly Pensioner Contributions made with respect to periods in excess of 89 days in Covered Employment will be reimbursed as follows: 1 day to 89 days, no reimbursement; 90 days to 119 days, reimbursement of one (1) month of Pensioner Contributions; 120 days to 149 days, reimbursement of two (2) months of Pensioner Contributions; and so forth. (On the day the Pensioner’s return to active employment ends, the Pensioner’s eligibility under Article IX (for active benefits) terminates, and the Pensioner reverts to coverage for Pensioner benefits under Article VIII.)

- 4. Article X, Section 3, “Benefits,” is amended to read as follows (*new language shown in bold italics*):

When eligible, each regular office employee of the Union shall be entitled to the Life Benefit and Accidental Death and Dismemberment benefits pursuant to Articles III and IV hereof and such Employee shall also be entitled, for himself and his Dependents, to the benefits provided under Article VI, XI, XII, XIV and XV hereof. ***An employee of the Union who retires under the MEBA Pension Trust shall also be eligible for benefits as a Pensioner under Article VIII.***

Adopted in Principle: February 19, 2020
Effective Date: January 1, 2020
Language Approved: November 19, 2020



H. Marshall Ainley, Chairman



Edward Hanley, Secretary