

Historic Gains in 2007 IUE-CWA/ GE Contract

☛ Wage package, including COLAs, delivers projected **16.1%** increase for average IUE-CWA member over term of contract

☛ Almost **\$17,000** additional pay net of increased health care contributions over four-year term of contract for average hourly employee

☛ Two SERO windows with a total of 900 opportunities

☛ Veterans Day holiday added

☛ GE will recommend special pensioner increase

☛ Nearly \$4,000 average improvement under regular pension update

☛ Workers could see as much as a 30% improvement from guaranteed pension tables when combined with income boosts over length of contract

☛ Short-service workers gain extra week of vacation

☛ 66% increase in night shift differential for short-service workers

☛ Eligibility for preferential placement expanded to include layoff situations

☛ 25% premium pay for service shop work performed in Mexico



Job and Income Security

Early Retirement Options Offered in 2007 and 2009

SERO Window Feature

- Two early retirement windows available for active SERO-eligible hourly and nonexempt-salaried employees who are age 55 to 59 with at least 30 years of Pension Qualification Service (PQS).
- First window opens with applications in August 2007 for retirements effective in October/November 2007.
— 500 opportunities in 2007
- Second window opens with applications in August 2009 for retirements effective in October/November 2009.
— 400 opportunities in 2009
- Employees hired in 2007 as a replacement due to the 2007 window will be hired on the current benefits package. If hired as a replacement due to the 2009 window, newly hired employees will be under the New Hire benefits structure.
- Retirements to be identified on a Company-wide basis based on length of pension benefit service (PBS).

SERO

- Special Early Retirement Option (SERO) renewed and includes all pension improvements and higher supplements for employees age 55 with 25 years Pension Qualification Service (PQS).

- SERO continues to provide job loss protection with full, unreduced pension benefits.

SERO 30 Protection

- “SERO 30” renewed with all features and continues to protect hourly and nonexempt salaried employees under age 55 with at least 30 years of PQS directly impacted by a job-loss that results in a layoff or a pay rate reduction of 18% or more in a 12-month period. “SERO 30 Substitution” feature retained.

Plant Closing Pension Option (PCPO)

- Plant Closing Pension Option (PCPO) renewed and includes all pension improvements and supplements for eligible employees, including those under age 50 with at least 30 years of PQS.

Special Supplement Benefit Option (SSBO)

- Special Supplement Benefit Option renewed for 25-year PQS employees affected by job loss.
- Benefit increased to \$375 per month from \$350.

- Extends beyond 24 months to “bridge” retirees to age when they are eligible to collect Social Security benefits at 80% level. For employees born before 1955, this means an extra 12 months. Employees born in 1955 or later will be eligible for up to 24 months additional benefits if impacted during this contract.
- SSBO early payment option continues.

Preferential Placement

- Relocation assistance boosted to \$3,500 from \$3,000 for single employees; to \$7,000 from \$6,000 for employees with dependents.
- Reimbursement expenses increased for attending interviews/selection procedures from \$175 to \$250 per visit.
- The number of locations an employee can designate for preferential placement has been doubled to 10. Employees may no longer substitute or eliminate locations chosen, even if the location has closed.
- Employees who break service after 12 months on protected service due to layoff are now eligible to elect Preferential Placement within 30 days of breaking service.

Enhanced Bonus Opportunities

- Increased voluntary layoff and special retirement bonuses to \$16,000 from \$14,000.

Individual Development Program (IDP) Reimbursements Hiked

- Calendar year maximum raised to \$6,000, up from \$5,000, for tuition assistance and other associated education costs.
- Added flexibility to program by increasing tuition reimbursement for non-job related courses by 25%, to \$2,500 from \$2,000.
- Increased reimbursement for required books to \$250 from \$200 per course.

Education and Retraining Assistance

- Educational and Retraining assistance increased to \$12,500 from \$10,000 for employees affected by a plant closing.

Pensions

Lower Pension Contributions

- Starting in 2008, 3% Personal Pension Account (PPA) contribution begins at \$70,000 (up from \$60,000). Reduced pension contribution adds up to \$300 in annual take-home pay for employees earning more than \$60,000.
- Employees can still make 3% Voluntary Pension Account (VPA) contributions, up to \$70,000 in annual pay.

Guaranteed Pension Table Improved and Expanded

- New, improved guaranteed table, effective July 1, 2007, increases monthly benefit range to \$34-\$70 (up from \$33-\$60). This results in immediate benefit increase at all table levels.
- Based on highest average of 3 consecutive years of last 10 years.
- Increases in guaranteed table deliver an immediate, across-the-board pension boost and ensure higher pension income for many longer-service employees with average earnings up to \$73,000 a year (was \$64,000).
- With additional service and higher pay, the substantially improved table provides continuous growth in the benefit level.

Regular Benefit Formula Improved

- Covered compensation fixed at \$40,000 for term of contract keeps more pay at high end of formula.

Special Supplement Renewed

- Special Supplement increased to \$375 per month, up from \$350.

Regular Pension Update Formula Adds to Pensions for Many Long-Service Employees

- IUE-CWA members qualifying for update receive average increase of \$3,921 a year (18%).
- Special pension update applied to regular pension benefits earned through Dec. 31, 2006 for employees with 25 years or more of PQS and employees age 55 and older with 20 years of PQS.
- Based on best consecutive three-year average earnings out of last six years from 2001 through 2006.
- Formula designed to bring pension to target “replacement” income.
- All straight-time and overtime earnings included in update calculations.

Regular Supplement to Increase Twice

- \$17 per month per year of service (up from \$16) on or after July 1, 2007.
- \$18 per month per year of service after July 1, 2009.

Update Summary for IUE-CWA Members

No. Eligible	5,193
No. Receiving Update	3,430
Av. Improvement:	\$3,921
Av. Percent Increase	18.2%

- 1,671 employees will receive an improvement greater than \$3,000
- 1,183 employees will receive more than a 20% improvement

Supplement Extenders Renewed

- Regular and special supplement “extender” renewed extends payment period for both supplements to “bridge” retirees to age when they are eligible to collect Social Security benefits at 80% level.
- As a result, many employees who retire at 60 during the next four years will enjoy supplements for three full years.

New Survivor Benefit Level Added

- Effective January 1, 2008, employees can elect a 75% Survivor Benefit option; new option is in addition to the current 50% or 100% survivor option.
- Plan pays reduced benefit while participant is alive, and then 75% of that amount to surviving spouse.

Guaranteed Pension Increase

Monthly Pension Per Year of Pension Benefit Service

Final Average Compensation		Effective 7/1/07	Present Table
Over	Up To And Including		
	\$37,750	\$34.00	\$33.00 – \$33.50
\$37,750	\$38,500	\$34.75	\$33.50 – \$34.00
\$38,500	\$39,250	\$35.50	\$34.50 – \$35.00
\$39,250	\$40,000	\$36.25	\$35.00 – \$35.50
\$40,000	\$40,750	\$37.00	\$36.00 – \$36.50
\$40,750	\$41,500	\$37.75	\$36.50 – \$37.00
\$41,500	\$42,250	\$38.50	\$37.50 – \$38.00
\$42,250	\$43,000	\$39.25	\$38.00 – \$38.50
\$43,000	\$43,750	\$40.00	\$39.00 – \$39.50
\$43,750	\$44,500	\$40.75	\$39.50 – \$40.00
\$44,500	\$45,250	\$41.50	\$40.50 – \$41.00
\$45,250	\$46,000	\$42.25	\$41.00 – \$41.50
\$46,000	\$46,750	\$43.00	\$42.00 – \$42.50
\$46,750	\$47,500	\$43.75	\$42.50 – \$43.00
\$47,500	\$48,250	\$44.50	\$43.50 – \$44.00
\$48,250	\$49,000	\$45.25	\$44.00 – \$44.50
\$49,000	\$49,750	\$46.00	\$45.00 – \$45.50
\$49,750	\$50,500	\$46.75	\$45.50 – \$46.00
\$50,500	\$51,250	\$47.50	\$46.50 – \$47.00
\$51,250	\$52,000	\$48.25	\$47.00 – \$47.50
\$52,000	\$52,750	\$49.00	\$48.00 – \$48.50

Guaranteed Pension Increase, con't.

Monthly Pension Per Year of Pension Benefit Service

Final Average Compensation		Effective 7/1/07	Present Table
Over	Up To And Including		
\$52,750	\$53,500	\$49.75	\$48.50 – \$49.00
\$53,500	\$54,250	\$50.50	\$49.50 – \$50.00
\$54,250	\$55,000	\$51.25	\$50.00 – \$50.50
\$55,000	\$55,750	\$52.00	\$51.00 – \$51.50
\$55,750	\$56,500	\$52.75	\$51.50 – \$52.00
\$56,500	\$57,250	\$53.50	\$52.50 – \$53.00
\$57,250	\$58,000	\$54.25	\$53.00 – \$53.50
\$58,000	\$58,750	\$55.00	\$54.00 – \$54.50
\$58,750	\$59,500	\$55.75	\$54.50 – \$55.00
\$59,500	\$60,250	\$56.50	\$55.50 – \$56.00
\$60,250	\$61,000	\$57.25	\$56.00 – \$56.50
\$61,000	\$61,750	\$58.00	\$57.00 – \$57.50
\$61,750	\$62,500	\$58.75	\$57.50 – \$58.00
\$62,500	\$63,250	\$59.50	\$58.50 – \$59.00
\$63,250	\$64,000	\$60.25	\$59.00 – \$59.50
\$64,000	\$64,750	\$61.00	\$60.00
\$64,750	\$65,500	\$61.75	\$60.00
\$65,500	\$66,250	\$62.50	\$60.00
\$66,250	\$67,000	\$63.25	\$60.00
\$67,000	\$67,750	\$64.00	\$60.00
\$67,750	\$68,500	\$64.75	\$60.00
\$68,500	\$69,250	\$65.50	\$60.00
\$69,250	\$70,000	\$66.25	\$60.00
\$70,000	\$70,750	\$67.00	\$60.00
\$70,750	\$71,500	\$67.75	\$60.00
\$71,500	\$72,250	\$68.50	\$60.00
\$72,250	\$73,000	\$69.25	\$60.00
\$73,000		\$70.00	\$60.00

Health Care

(except where noted, all changes effective January 1, 2008)

Cost-Sharing Rates

- Increases medical coverage with overall cost-share at about 20.5% for a typical union employee versus 26% for all GE employees for HCP Family coverage (Employee plus two or more dependents).

Lifetime Maximum Increased

- Increase of lifetime maximum benefit to \$3 million (from \$2.5 million) for each covered participant, effective June 18, 2007.

Preventive Care Provisions Improved in GE Medical Benefits Plan

- Routine physicals now covered at up to \$100 for physician charges for adults and children over the age of 7.
- New coverage for HPV vaccination series to protect against cervical cancer for females age 9 to 26, has been introduced with reimbursement up to \$135 per dose and coverage for the Shingle vaccination for participants age 60 and older up to \$155.
- Scheduled benefit allowances increased for cancer screenings, well child and childhood immunizations, bone density exams and adult immunizations.

Mental Health/Substance Abuse Treatment Improved

- Benefits now provided for treatment at qualified halfway houses (residential facilities or programs).

- Outpatient mental health visits increased from 30 to 45 visits per year, subject to current plan provisions.

Improvements to Dental Schedule Option

- Schedules to be updated in 2009 increasing the allowance amount to reflect increases in average dental charges.
- Orthodontic lifetime maximum increased from \$2,000 to \$2,500.
- Maximum allowance for certain for restorative and prosthodontic services increased to \$2,500 every two years.

Coverage for clinical trials expanded

- Employees can now participate in additional federally sponsored trials and non-federally sponsored trials with significant scientific validity, which are performed at high-volume, high-quality facilities.

New Vision Premium Option Introduced

- Premium plan is offered as option to current GE Vision Care benefits.
- Includes additional benefits such as annual exams and lenses and a greater allowance for frames.
- Includes a lifetime allowance for laser vision surgery at \$250 per eye.

- Employees will pay a contribution — deducted pre-tax — to participate in this plan.

- Includes same features — Lens 1-2-3 availability, Vision Value Option — as GE Vision Care benefits.

New Three-Tier Prescription Drug Benefit Introduced

- Effective for active employees and pre-65 retirees.
- Prescription drugs classified as generic, brand name and specialty drugs.
- Generic co-pays remain at \$12 for retail 21-day supply and \$20 for mail order up to a 90-day supply.
- Co-pays for brand name drugs are \$22 for retail 21-day supply and \$50 mail order up to a 90-day supply.
- Co-pays for specialty drugs are \$25 for retail 21-day supply and \$50 mail order up to a 90-day supply.
- Prescription drug co-pay maximums increased to \$2,250 per individual (from \$2,000) and \$4,500 per family (from \$4,000).

GEMB and HCP Contribution Adjustments

- Employee contribution rates for GEMB and HCP will increase in 2008 and 2010. HCP participants earning more than \$51,000 will pay an additional \$10.41 per week in 2008 and an additional \$7.76 per week in 2010 for family coverage (employee plus 2 or more dependents). Smaller adjustments are made in lower wage brackets.
- Certain HCP specialist office visits will be raised \$5 to \$30. HCP outpatient surgical facilities and outpatient radiology co-pays introduced at \$100 each with a maximum of 2 co-pays per family in each category.
- Working spouse contribution — for employees whose spouse or same sex domestic partner does not enroll in medical coverage offered by his or her employer — will increase. Average hourly union employee will pay \$30 per month; employees earning less than \$50,000 will pay a lesser amount.
- Increase hospital co-pay from \$150 to \$300 per admission to hospital or treatment facility at preferred hospitals, with a maximum of two co-pays per family per year. Co-pays for GEMB non-preferred hospitals are increased from \$250 to \$400.

Retirees

Retiree Health Benefits Improved and Lifetime Maximums Increased

- Prescription drug co-pay maximums for post-65 retirees who enrolled in the GE Pensioners Prescription Drug Plan (PPDP) prior to January 1, 2004 remains at \$1,500 per participant per year.
- Lifetime maximums increased to \$150,000 per person in GE Medical Care Plan for Pensioners (MCP) and GE Medicare Insurance Plan (GEMIP); to \$100,000 per person in GE Pensioners Hospital Indemnity Plan (PHIP).
- First-day inpatient hospitalization benefit increased for post-65 retirees:
 - Additional \$25 under the GE Medical Plan for Pensioners (MCP)
 - Additional \$25 under GE Pensioners Hospital Indemnity Plan (PHIP)

Modest Cost-Sharing Increases

- Mail-order co-pay under GE Pensioners Prescription Drug Plan (enrolled prior to January 1, 2004) increased to \$30 (up from \$25) for up to a 90-day supply.
- Retail co-pay under GE PPDP remains at \$15 for 21-day supply (for those enrolled prior to January 1, 2004).
- Health care contributions increase \$2 per week per individual (\$4 per week per family) for current pre-65 retirees and active employees who retired or became eligible to retire before Jan. 1, 2004.

GE Contributions Cap Eliminated

- Cap on GE's contribution towards the cost of health coverage provided to retirees enrolled for employee and/or dependent coverage is eliminated.

Company Recommends Special Pensioner Increase

- GE will recommend to GE's Board of Directors a pension increase for eligible retirees (but not former executives) starting in December 2007.
- The increase is based on a pensioner's year of retirement and years of Pension Benefit Service.
- The increase provides more to those who have been retired the longest.
- Eligible participants and surviving spouses will be notified in November 2007 of the amount of the increase.

100% Survivor Benefit Schedule of Permanent Increase

<u>Date of Retirement</u>	<u>Annual Increase Per Year of PBS</u>
Before 1984	\$40.00
1984-1992	\$30.00
1993-2000	\$20.00
2001-6/1/03	\$15.00

Insurances

Optional Life Insurance Coverage Simplified with Improved Rates

- GE A Plus Life Insurance and GE Security Life Insurance plans combined.
- New plan, called GE A Plus Life, increases coverage and simplifies plan. Becomes effective April 1, 2008.
- New plan provides coverage from 1 to 10 times pay, regardless of age, with a maximum coverage amount of \$10 million.
- Plan will continue to offer two options, A Plus Term and A Plus with Cash. A Plus with Cash offers more flexibility.
- Employees currently enrolled in GE A Plus and/or GE Security Life plans will be automatically transferred to the new plan.
- Participating employees will be able to increase coverage by one times pay without providing proof of good health. Employees not currently enrolled in either plan can enroll at one times pay without providing evidence of good health.
- If employee's current coverage exceeds 10 times pay under current plan provisions, the coverage amount will be "grandfathered" into A Plus Life through transition provisions.
- Premium reduction from 5% to 20% depending on age and coverage selection.

Enrollment Opportunity for Dependent Life Insurance — Flexible Choice Option

- Coverage under the Traditional Choice Option can be transferred to Flexible Choice Option without proof of good health during fall 2007 annual enrollment. Flexible Choice Option offers higher coverage amounts and, in many cases, more favorable rates than Traditional Choice.
- Those participants also have the opportunity to increase spouse coverage by \$5,000 and child coverage by \$1,000 without statement of good health.

Coverage Added to GE Accidental Death or Dismemberment and GE Personal Accident Insurance

- GE Accidental Death or Dismemberment and the optional GE Personal Accident Insurance plan have both been enhanced to cover the loss of speech, hearing, and thumb and index finger of the same hand, effective January 1, 2008.

Wages

Four General Increases

- 3.0% June 2007
- 2.5% June 2008
- 2.5% June 2009
- 3.0% June 2010

Wage Structure Adjustment — Skills Increase

- Rates at or above R-18 or more than \$24.60 on June 17, 2007.
- 1¢ per hour for each 15¢ interval.

Improved Progression Schedule for New Employees

- Total time to reach full job rate is reduced from three years to two years.
- Entry-level progression schedule for employees hired after August 5, 1991 is reduced from six-month steps to four-month steps.
- Employees currently in entry-level progression schedule move to higher rates more quickly.

Night Shift Differential Increased

- Over 66% increase in night shift differential from \$.60 to \$1.00 for recently hired employees until they reach five years of continuous service, at which time they receive the 10% differential.

Eight COLA Increases Under Improved Formula

- 1¢ COLA payment for each 0.08% increase in the Consumer Price Index (CPI-W).

Estimated

December 17, 2007	15¢
June 23, 2008	11¢
December 15, 2008	11¢
June 22, 2009	15¢
December 21, 2009	16¢
June 21, 2010	14¢
December 20, 2010	13¢
<u>April 18, 2011</u>	<u>9¢</u>
Total	\$1.04

**Projected rate increase
for typical IUE-CWA hourly worker is \$4.10/hour
over term of the contract.**

Other Benefits

New Holiday Offered

- Veterans Day established as a new paid holiday, the first additional holiday since 1997. Holiday takes effect in 2007.

Added Vacation for 2006 and 2007 Hires

- Eligible hourly employees with one year of service will be entitled to two weeks of vacation, effective June 18, 2007.
- Hourly employees hired in 2006 will be granted one additional week of vacation in 2007 for a total of two weeks vacation. Hourly and nonexempt employees hired between January 1 and June 17, 2007 will receive one week of vacation this year.
- “Earn As You Go” will be established June 18, 2007 for all hourly and nonexempt employees hired after that date. Those hired after that date will receive vacation based on a pro-rated table.
- Current employees remain on present accrual schedule.

Short-Term Disability Benefits to Improve Twice

- Short-Term Disability benefit for hourly employees increases twice over next four years, beginning with first increase of \$50, to a maximum of \$650 per week, in 2008.
- Second STD benefit increase to \$700 per week in 2010.

Disability Appeals Process Revised

- The appeals process for all disability plans and programs will permit a maximum of three appeals of a denied claim. Two levels of appeal are required before an employee can bring suit; however, the employee also has the option to make a third appeal if desired.

Disaster Grants Expanded

- Disaster relief grants under the GE Emergency and Family Aid Plan are now expanded to include state-declared disasters in addition to federally declared disasters.

Death in Family Benefits Expanded

- Hourly employees with fewer than 30 days of service credits are now eligible to receive Death in Family time off with pay, effective June 18, 2007.
- The definition of Family is modified to include same-sex domestic partners and the parents, grandparents, brothers, sisters, sons and daughters of eligible same-sex domestic partners. Effective June 18, 2007.

Service Shops

- Travel and living allowance “minimum” is increased from \$30 per day to \$34 per day effective June 18, 2007. A second increase to \$36 is effective June 18, 2010.
- Reimbursement for the purchase of job-related tools and equipment is increased from \$275 to \$300 annually effective June 18, 2007.

- Annual reimbursement for the purchase of safety shoes and other approved personal protective equipment is increased from \$150 to \$200 effective June 18, 2007.

- Effective June 18, 2007, service center employees will receive a 25% pay premium for work performed in Mexico.

An Inside Look at “Earn As You Go” Vacation

“Earn as you go” vacation provides newly hired hourly employees with an improved vacation schedule effective June 18, 2007. The change provides an early career enhancement over the current schedule. Hourly and non-exempt employees hired on or after June 18, 2007 earn vacation on an earn as you go basis during the calendar year to provide pro rata vacation enhancement during the first year of employment.

How Vacation Is Earned

- Eligible employees earn a fractional portion of the annual vacation allotment each month. A portion is earned for any month the employee is on active payroll and works any amount of time during the month.
- Subject to management approval the employee may take all or part of the annual vacation at any time during the calendar year, including additional days they may earn at a later date.
- If an employee resigns or is terminated, only earned but unused vacation is paid out. Any vacation time that is taken in excess of the amount which the employee has earned must be reimbursed to the company.
- If an employee retires, it is impacted by a layoff, becomes disabled or dies, reimbursement is not required.

- While on any type of leave the employee will not earn additional vacation. However, if the employee returns directly to active status during the same calendar year, they will receive credit for vacation they would have earned as if they had never left.

Vacation Schedule

<u>Years of Continuous Service</u>	<u>Vacation</u>
<1	2 weeks (pro-rata)
1	2 weeks
5	2 1/2 weeks
7	3 weeks
15	4 weeks
20	5 weeks
30	6 weeks

Note: Vacation schedule is same for current and new hires after June 18, 2007.

Earn As you Go Vacation Earning Table

The chart shows how many vacation days an employee earns each month depending on their annual vacation eligibility. New hires receive 10 days pro rata.

Months Worked	10 Days	12.5 Days	15 Days	20 Days	25 Days	30 Days
1	1	1	1	1.5	2	2.5
2	2	2	2.5	3	4	5
3	2.5	3	3.5	5	6.5	7.5
4	3.5	4	5	6.5	8.5	10
5	4.5	5	6	8	10.5	12.5
6	5	6	7.5	10	12.5	15
7	6	7.5	8.5	11.5	14.5	17.5
8	7	8.5	10	13	16.5	20
9	7.5	9.5	11	15	19	22.5
10	8.5	10.5	12.5	16.5	21	25
11	9.5	11.5	13.5	18	23	27.5
12	10	12.5	15	20	25	30

1. Employee has two years of service (two years of service = 10 days annual vacation eligibility) and has worked with no interruptions through until July 15. How many days vacation has he earned? Answer: 6

2. Employee is hired in July 2007. What is the maximum number of vacation days he may earn for 2007? Answer: 5

3. Employee hired July 2007 receives 5 days immediately for 2007 vacation. For 2008 vacation, receives 10 days in January. For 2012 vacation, receives 12 1/2 days in January.

4. Employee is hired July 2007 and resigns July 2009. Any earned but unused vacation days will be paid at termination. In this case it would be 6 days if none had been used (7 months worked on the 10-day schedule). Any used but unearned vacation (in excess of 6 days) would need to be repaid.

5. Employee is hired July 2007 and becomes ill in September 2009 and returns to work in December 2009. The full allotment of 2009 vacation that is not taken prior to the illness will be available upon return to work. If unable to use the days prior to year end 2009, the unused days will be paid in a lump sum.

6. Employee is hired July 2007 and becomes ill in September 2009 and returns to work in March 2010. Any of the 10 days used prior to the illness will be paid when they were taken. Upon return to work in March, the employee is eligible for the full 10-day allotment for 2010 (as if he had worked in January and February).

7. Employee is hired July 2007 and retires in March 2032. Any 2032 vacation taken prior to retirement, even if in excess of what is earned by February, will be paid. Any 2032 vacation that is earned by February but is not taken, will be paid at retirement. In this case, that is 5 days (2 months worked on the 30-day schedule).

New Hire Benefits

(for Employees Hired after 1/1/08)

- The GE Pension Plan and Savings and Security Program benefits remain the same as for current hourly employees.
 - Age 60 still remains age for unreduced pension.
 - Still eligible for pension supplement.
- Eligible for SERO/PCPO/SERO30 based on the 2007-2011 contract, and if renewed, in subsequent contracts.
- Life insurance coverage reduces to \$15,000 at retirement.
- Pre-65 retiree health coverage will be provided as below.
- No post-65 GE health care coverage.

Pre-65 New Hire Retiree Health Coverage

Status

Retires voluntarily at age 60 or later with 10 years of Continuous Service (COS)

Retires under PCPO with 25 or more PQS or PCPO with 30 or more PQS

Involuntarily laid off with 25 years of PQS or COS and eligible to retire

Involuntarily laid off with 25 years of PQS or COS, not eligible to retire but eligible for Special Benefits Protection

Retires voluntarily under SERO/SERO30

Retires on a Disability Pension

Coverage to Age 65

Coverage at 25% plan cost

Coverage at regular employee contributions

Coverage at regular employee contributions

Coverage at 50% plan cost

Coverage at 100% plan cost

Coverage at regular employee contributions