

<b>AAM Proposal</b>	<b>Tentative Agreement</b>
<b>RETIREE HEALTH CARE</b>	
<p><b>Current Retirees</b></p> <p>Modify coverage to the same plan design (medical, dental, and vision options) as proposed for actives.</p>	<p><b>Current Retirees</b></p> <p>Current retiree health care is unchanged. The 2004-2008 coverage remains in place.</p> <p><b>Definition of a current retiree:</b> A current retiree is any employee who is currently retired or anyone who retires prior to Jan. 1, 2009 and anyone who has or does participate in a voluntary retirement separation program offer prior to Jan. 1, 2009.</p>
<p><b>Future Retirees</b></p> <p>For associates with greater than 20 years of credited service and retirement dates after Aug. 1, 2008:</p> <p>Terminate AAM coverage upon Medicare eligibility.</p> <p>Eliminate Medicare Part B reimbursement (Special Benefit).</p> <p>For associates with less than 20 years of credited service, and retirements on or after Aug. 1, 2008.</p> <p>No AAM coverage.</p> <p>AAM to contribute \$1 per compensated hour into a post-retirement health care account.</p>	<p><b>Future Retirees</b></p> <p>Monthly contribution and plan design to be the same as the active employee plan.</p> <p>Contributions will be deducted monthly from your pension check.</p> <p><b>Definition of a future retiree:</b> Any employee who retires on or after Jan. 1, 2009, excluding any employee who has or will retire pursuant to any voluntary separation program offered prior to Jan. 1, 2009.</p> <p>AAM's health care liability is capped at \$10,000 per capita annually for pre-Medicare retirees and \$7,500 per capita annually for Medicare-eligible retirees. These amounts will be converted into contract tiers to adjust for family size.</p> <p>Maintain Medicare Part B reimbursement (i.e. Special Benefit).</p>
<b>SOCIAL SECURITY AGE CREEP</b>	
<p>Eliminate extending early retirement supplements to the 80% Social Security date.</p>	<p>Current retirees (as defined above) younger than age 63 will continue to receive early retirement supplements and/or temporary benefits until their 80% Social Security date.</p>