

**EGYPTIAN ELECTRIC COOPERATIVE ASSOCIATION  
POLICY BULLETIN NO. 205**

**SUBJECT: EMPLOYEE - MAJOR MEDICAL GROUP INSURANCE PLAN**

**POLICY:**

1. Any "full-time", non-union employee of Egyptian Electric Cooperative may apply for and participate in the major group medical plan (s) being made available by the cooperative. "Full-time", non-union employees may have deposited to their bank accounts an amount equivalent to, but not more than, the amount the Cooperative would have contributed for the group medical coverage for participation in an alternative plan. Participation in alternative plans may be limited due to the minimum number of participants required in Egyptian Electric Cooperative's group medical plan.
2. Dependents of an eligible employee shall be covered by the insurance plan, provided the employee requests such coverage and pays his or her portion of the applicable monthly premium. Dependent coverage will be in accordance with the terms and conditions stated in the policy offered by the cooperative's insurance carrier.
3. In the event an employee should become divorced, the cooperative will make coverage available to the ex-spouse in accordance with provisions of the insurance plan in effect at that time of event and the COBRA law. In such an event, the cooperative will pay no more than its share of an *employee only* premium if there are no dependent children covered under the plan.
4. Upon retirement with 20 years of service and the attainment of age 58, a participating employee may elect to continue the medical insurance coverage if the employee continues to pay his or her share of the applicable premium.
5. The spouse of a deceased retired employee may retain coverage under the medical plan if he or she continues to pay the employee's portion of the applicable premium. The spouse's portion of the premium for continued coverage is waived for 2 years (24 months). Upon remarriage of the spouse, insurance coverage will terminate unless COBRA provisions apply. In any event, the cooperative will not pay any portion of the premium after remarriage of the spouse.
6. In the event of termination after a non-union employee's 55th birthday, the employee may continue medical coverage as long as he/she continues to pay 100% of the premiums.
7. Effective 1-1-2016 newly hired (someone not currently employed by EECA on a full-time basis), full-time, non-union, employees will have an additional 2% per pay period contributed to their 401K account in lieu of post-retirement medical coverage. This 2% additional will begin after six months of continuous full-time service is completed.

Adopted: 4/25/1978  
Revised: 8/24/2004  
Revised: 3-29-2011  
Revised: 03/27/2012  
Revised: 03/29/2016

Attested: Kevin Liefer, Secretary  
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