

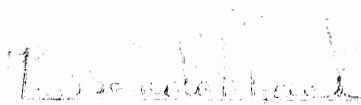
November 1, 2008

ATU 1287 Grievance # 2008HR-04

Third Step Response:

The KCATA will reverse its decision and allow age 65 or Medicare eligible retirees regardless of age to participate in the group health insurance as follows:

1. Retirees who are Medicare eligible must enroll in Medicare Part B and validate their enrollment by submitting as proof their Medicare B card. These retirees will receive \$21.50 the following month after proof is received toward their Medicare B premium.
2. Medicare eligible retirees will pay the entire amount of the ~~retiree~~ premium.
3. Medicare eligible retirees will use Medicare Part B coverage as their primary coverage and the KCATA group coverage as secondary. The dependents of the retiree may use the KCATA group coverage as their primary coverage.



Brenda Mack, Director of Human Resources

11/6/08

Date



William Wilson, Local 1287 President

11/15/08

Date