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March 24, 2004

General Chairpersons—U.S. Rail

Dear Sirs and Brothers:

During recent discussions between the United Transportation Union Health and Welfare Negotiating Committee and the National Carriers' Conference Committee, various aspects of the November 6, 2003 Supplemental Agreement, Documents "A" and "B" were discussed. The parties agreed to a joint interpretation of the appropriate implementation and application of Article IV—Health and Welfare, of the 2003 Agreement. As a result of these discussions, our members and eligible dependents will be entitled to the following additional benefits for hearing, eye care, life insurance and accidental death and dismemberment. These enhanced benefits will become effective July 1, 2004, the same day that the employee cost-sharing contribution drops from \$119.61 to \$100.00 per month.

1. Effective July 1, 2004, the following benefit enhancements shall be provided:
 - A. Life Insurance Benefits for active employees will be doubled from \$10,000 to \$20,000.
 - B. A Hearing Benefit with a maximum benefit of \$600 per year for covered employees and eligible dependents. Covered expenses shall consist of charges for medically necessary tests and examinations to establish whether and to what extent there is a hearing loss and charges for a permanent hearing aid that is medically necessary to restore lost hearing or help impaired hearing.
 - C. Maximum Accidental Death and Dismemberment Benefits for active employees will be doubled, from \$8,000 to \$16,000.
 - D. Vision Care Plan Benefits will be changed from the Select to the Standard arrangement, which provides enhanced benefits (e.g., greater choice of frames, lenses) and a substantial increase in participating network providers.
2. Effective July 1, 2004, the per month employee cost-sharing contribution amount shall be reduced from \$119.61 per month to \$100.00 per month.

Please provide this information to the members under your jurisdiction, as it is being posted on the UTU web site and will appear in the UTU News.

With best wishes, I remain

Fraternally yours,

Paul C. Thompson
International President

cc: State Legislative Directors
Field Supervisors

