

**ADDENDUM**  
**Sutter Health Retiree Health Care Account Plan**  
**Eligibility Requirements/Benefit Amounts**

**Eden Medical Center**

**Custom Design**  
**For members of California Nurses Association**  
**Design effective January 1, 2013**

**Retiree Health Care Account**

- **Eligibility:**
  - Full-time and part-time employees only
  - Minimum retirement age: 55
  - Minimum Years of Service: 10 Years of Service
  - Continuous Years of Service: 5 Years of Continuous Service in an eligible position immediately prior to or after meeting the minimum age requirement
- **Year of Service:** 1 Year of Service is earned for each calendar year in which employee is credited with 1,000 or more hours of service
- **Account Credit:** \$1,000 is credited to retiree's account *at retirement* for each Year of Service
- **Career maximum:** Based on Years of Service and age at retirement

<u>Retirement Age</u>	<u>Maximum</u>
55-59	\$25,000
60+	\$35,000

**Medicare Part B Premium Reimbursements**

- **Eligibility:**
  - Severance from employment at Eden Medical Center at age 65+
  - Minimum of 10 Years of Service
  - Member of California Nurses Association (CNA) at retirement
  - Enroll in Medicare Part B coverage
- **Benefit Amount:**
  - Eligible retirees receive a benefit amount based on Years of Service:
    - 25+ years = \$96.40
    - 20-24 years = \$72.30
    - 15-19 years = \$48.20
    - 10-14 years = \$25.00

*This benefit is only available as long as the benefit is provided for in the current collective bargaining agreement between Eden Medical Center and CNA.*

Note: Each Participating Affiliate specifies in its *Adoption Agreement for Participating Employers* the eligibility requirements and benefit amount for its retirees.