

## **EMPLOYEE LIFE AND HEALTH TRUST**

**(for employees hired after September 24<sup>th</sup>, 2012)**

As of 2023 agreement, Retirement benefit contributions for employees hired on or after September 24, 2012, will be directed to an Employee Life and Health Trust (ELHT).

Conditional on funding, once established the ELHT will provide group health and dental benefits in retirement.

Contributions for Production and Skilled Trades employees will begin once they have attained four (4) years of service.

### **NEW -Retirement Healthcare Contributions**

From **July 8, 2025, through September 20, 2026, (or the end of the retooling period, whichever is sooner)**, the Company will make retirement healthcare contributions based on forty (40) hours per week for employees hired on or after September 24, 2012, who remain on layoff as per terms of the Collective Bargaining Agreement.