

AMENDMENT NO. 8
to the **MEDICAL EXPENSE REIMBURSEMENT PLAN** of the
HEALTH PROFESSIONALS AND ALLIED EMPLOYEES, AFT/AFL-CIO
RETIREE MEDICAL TRUST

The Board of Trustees of the Health Professionals and Allied Employees, AFT/AFL-CIO Retiree Medical Trust do hereby amend the Medical Expense Reimbursement Plan, restated (*including Amendment Nos. 1-7*), effective August 1, 2014 (the "Plan"), as set forth below. This Amendment modifies the Plan section regarding sick leave conversion.

Transfer of Leave. It is the intent of the Trustees to amend the Plan regarding transfer of leave into the Plan to allow deposit into Employee Accounts or conversion into Active Service Units.

- 1) Under Section 2.1(c), subsection (3), "Sick Leave Transfers" is modified to add the following underlined phrase:

"The amount of sick leave transfers will be credited to the Employee Account unless the CBA provides that it will be converted into Active Service Units, which will be done according to Section 2.2(d) of this Plan.

- 2) Under Section 2.2 Active Service, new Section 2.2(d) is added to read as follows:

"(d) Transfer of Leave. An Employee may earn Active Service Units by transfer of leave accumulation, which includes only sick and/or vacation leave, into the Plan, annually or within ninety (90) days of the Employee's retirement date, provided that;

- (1) such transfer is made pursuant to a non-elective requirement for such transfer in his or her CBA;
- (2) the CBA requires conversion into Active Service Units; and
- (3) the conversion is done according to a formula set by the Trustees, in consultation with the Trust's actuary, and based on the actual age of the Employee at the date of the transfer, all of which shall be set forth in a "Leave Conversion Table prepared by the Trust's actuary.
- (4) The Leave Conversion Table is set forth in Appendix C, which by this reference is incorporated herein."

Adopted by the Board of Trustees at a meeting on the 12th day of May, 2015, and effective as of August 1, 2014.

For the BOARD OF TRUSTEES
HEALTH PROFESSIONALS AND ALLIED EMPLOYEES, AFT/AFL-CIO
BENEFIT TRUST

Trustee

Print Name

Mike Sl.H

Trustee

Print name

Christine P. O'Haver