

# Layoff/Phase Down Benefits FAQ for members of UAW Local 2911

October 11, 2011

## Vacation:

### **What happens to my unused vacation when I am laid off?**

Unused vacation is paid to the employee. Employees receive vacation pay in the weeks following layoff. Employees can request to delay payment until later in the year. To request deferral of vacation pay, you must e-mail Dan Schmidt prior to your last day at work and request to defer vacation pay. Vacation must be paid out in the payroll week commencing on or immediately after December 2. It is paid out in a lump sum on one check. Employees can also request to have the vacation paid out prior to layoff by sending this request to Dan Schmidt and copying their supervisor and Pete DeMitsas.

## Second Retention Bonus:

### **How soon will I receive the second retention bonus?**

Per the Phase Down Agreement Clarification, it will be paid before the qualification date.

## Lump Sum Bonuses:

### **Will I continue to receive the lump sum bonuses while I am on layoff?**

This depends on your layoff date. You must be working on 12/1/11 for the 2011 bonus and 12/1/12 for the 2012 bonus to be eligible.

## Tuition Reimbursement:

### **Will I continue to receive tuition reimbursement while I am laid off?**

Per the tuition reimbursement policy (VIII-1), if you have received approval for tuition reimbursement and you are an active employee on the first day of the class and have active, separation, or layoff status at the completion of the class and otherwise meet all the requirements for tuition reimbursement, then you can receive tuition reimbursement.

## SUB Pay and Insurance Continuation:

### **How much insurance continuation am I eligible to receive while on layoff? (health and life)**

If you are otherwise eligible for SUB pay, you can continue the same insurance coverage as an active employee based on the following chart in addition to one month of initial insurance coverage:

<u>Years of seniority</u>	<u>Maximum Months of Continuation</u>
Less than 1	0 months
1 but less than 2	2 months
2 but less than 3	4 months
3 but less than 4	6 months

4 but less than 5	8 months
5 but less than 6	10 months
6 or more years	12 months

**How much does my insurance cost while on insurance continuation? (health and life)**

For the initial insurance continuation (which is the same as active employee insurance) it is free. After this is exhausted, you will pay 100% of the insurance cost, if you choose to continue that insurance.

**How do I pay for my insurance premiums while on layoff? (health and life)**

If you choose to continue your insurance after the initial free insurance continuation, you will be responsible to pay the full cost of the premiums. If you fail to pay the bill, your insurance will be cancelled. The bill will come from Aetna.

**Will I have to participate in insurance open enrollment if this occurs while I am on insurance continuation?**

Yes, if otherwise eligible, a letter will be mailed to members who are already on layoff.

**Can I continue to purchase insurance after my initial insurance continuation (which is the same as employee insurance coverage) is exhausted?**

Yes, you can continue insurance for an additional 12 months by paying the full cost of coverage.

**How many weeks of SUB pay am I eligible to receive?**

<u>Years of seniority</u>	<u>Duration</u>
1 < 10 Years	26 weeks
10 < 20 years	52 weeks
> 20 years	78 weeks

**How do I qualify for and file for SUB pay?**

SUB claim forms will be handed out upon layoff. You must fill out the SUB claim form for each week (if you are not eligible for SUB lump sum distribution) and return it with an unemployment claim to the company. Even if your unemployment claim is denied, you can still qualify for SUB pay.

You can hand in multiple SUB claim forms at one time. You must file SUB claims within sixty days of the end of the week for which the claim is being filed. Otherwise, the SUB claim can be denied. Claims can be submitted by mail or by your authorized representative. The UAW will have extra forms and the Company will have them available. If an employee requests additional forms from Human Resources, they will mail the forms to them.

**How will I receive my SUB pay (weekly or lump sum)?**

Same as you currently receive your pay. If you do not have direct deposit, you can receive your SUB pay on a pay card.

**Can I receive SUB pay if I find a new job?**

Yes.

**Is my SUB pay changed in any way if I start working for an employer other than Navistar?**

You must report your employment on the SUB claim form, and the amount of taxes withheld will increase.

**Is there any risk that the SUB fund could run out of funds for SUB payments?**

The SUB fund no longer exists. SUB is paid directly by Navistar.

**What happens to my SUB pay and insurance continuation when I retire and start drawing a pension from Navistar?**

You become a retiree (not a laid off employee) and no longer qualify for SUB pay or insurance continuation.

**How do I know if I am eligible to receive the SUB pay in lump sum?**

Per the Phase Down agreement, you qualify if you are also eligible for SER or RER and elect one of those options. If you are eligible for normal retirement, you also qualify for the SUB lump sum.

**If I am eligible and elect to take a lump sum SUB payment, do I still receive insurance continuation?**

Yes, per the Phase Down agreement, you are eligible to receive insurance continuation based on SUB pay eligibility.

**Who do I call if I have problems with SUB pay? From local HR and union:**

Pete Demitsas, HR 260-461-1165 [pete.demitsas@navistar.com](mailto:pete.demitsas@navistar.com)

Mike Coil, UAW Bargaining Committee 260-224-0018 [mike.coil@navistar.com](mailto:mike.coil@navistar.com)

Gayle Goodrich, UAW Benefits Rep 260-428-3681 [gayle.goodrich@navistar.com](mailto:gayle.goodrich@navistar.com)

**Who do I call if I have problems with insurance? Insurance companies, Navistar and union:**

Medical and Vision: Blue Advantage: 1-866-296-4329 [largegroupteam-central1@arkbluecross.com](mailto:largegroupteam-central1@arkbluecross.com)

Aetna Dental: 1-800-435-2969

Caremark Prescriptions: 1-866-559-6851

EAP and Mental Health – Optum: 1-800-977-7909

Gayle Goodrich, UAW Benefits Rep (assistance with insurance problems and EAP referrals): 260-428-3681  
[gayle.goodrich@navistar.com](mailto:gayle.goodrich@navistar.com)

ERIC (for questions about insurance premiums, open enrollment, dependents, 2<sup>nd</sup> point of contact for insurance): 1-877-353-5100