APPENDIX H

MEMORANDUMS OF UNDERSTANDING

**No. XX**

**PRe- 65 Retiree Medical InCENTIVES**

**This will confirm our discussions and the mutual understandings reached during the 2019 labor contract negotiations concerning the subject:**

1. **The Company, at its sole discretion, may elect to offer Pre-65 Retiree Medical Incentives (the “Special Incentives”) to a predetermined number of employees who, at the sole discretion of the Company, are deemed eligible as of the effective date determined.**
2. **In the event the Company elects to offer Special Incentives, the Company may at its sole discretion engage in the following:**
3. **establishing, offering, administering, and interpreting all aspects of any offer;**
4. **defining terms and conditions, establishing eligibility requirements, and determining Special Incentives;**
5. **amending or terminating at any time with or without prior notice and with or without regard to whether any Special Incentives are paid; and**
6. **deciding all issues or disputes arising under or relating to Special Incentive Offers. No matter respecting any differences arising thereunder shall be subject to any grievance and/or arbitration procedure established by any other agreement between the parties.**
7. **The Company will prepare and adopt a plan document outlining all of the above points, if it decides to offer Special Incentives.**
8. **If the Company elects to offer Special Incentives during the life of this Agreement such offers would be non-precedent setting as between the Union and the Company.**