

MONTANA STATE LIBRARY
POLICY LANGUAGE FOR THE
STATE OF MONTANA VEBA HEALTH BENEFIT PLAN
("MONTANA VEBA HRA")

The MONTANA STATE LIBRARY ("Employer") hereby adopts the following policy.

The Employer is eligible for participation in the State of Montana VEBA Health Benefit Plan and Trust ("the Plan") by acceptance of a completed Employer Adoption Agreement by the State of Montana Department of Administration.

This policy requires that all employees separating from service in such group while this policy is in effect shall be required to contribute the value of 25% of their unused sick leave and 100% annual to the Plan. The Employer annually *may* provide employees an opportunity to designate how many hours in excess of 240 will be contributed by the Employer to the Plan. Further, the Employer is entitled to designate an annual maximum number of the hours to be contributed in excess of 240. Current State policy is 0 hours.

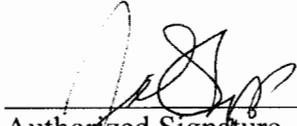
The ("Employer") agrees to contribute to the Plan on behalf of employees in the "MSL employees eligible for retirement group" ("Employee Group or Bargaining Group").

Such contributions shall be applied uniformly to all eligible employees and such contributions shall be made on behalf of all eligible employees based on the following selected funding formulas:

Cash-out value of 25% of unused sick leave hours and 100% of unused annual/vacation leave hours for employees eligible for such contributions at their separation from service, who:

- are eligible for a PERS benefit at time of separation from service.

The effective date of this policy shall be December 27, 2013 to December 26, 2014.



Authorized Signature

12/21/13

Date