

Legal Service Plan

- **Eligibility**

1. You become eligible after attaining 90 days of seniority.

Life and Disability

- **Eligibility for Life Insurance**

1. **First day of employment** for Basic Life Insurance, Extra Accident Insurance, and Survivor Income Benefit Insurance. These are provided to you at no cost.
2. **First day of employment** for Optional Life Insurance, Dependent Life Insurance, and Personal Accident Insurance. These programs offer you additional coverage for a monthly premium. These premiums are based on your age and amount of coverage selected. **The effective date of coverage is dependent upon the date you enroll into the program(s).**

- **Eligibility for Sickness/Accident coverage, (Disability program)**

1. First day of the **6th Month**, following the month the employee was employed in.

Hourly Employee Savings Plan (H.E.S.P.)

- **Eligibility**

1. You become eligible after attaining 90 days of seniority.

Supplemental Unemployment Benefits (SUB)

- **Eligibility**
 1. Employees will become eligible for SUB Benefits after attaining 1 year of seniority.
 2. Employees who have at least 1 year of seniority but less than 3 years of seniority will receive 26 weeks of SUB.
 3. Employees who have 3 years of seniority or more will receive 52 weeks of SUB.

Dependent Care Reimbursement Plan

- **Eligibility**
 1. Employees become eligible on the first day of the first pay period, after attaining 90 days of seniority.

Health Care

- **Eligibility**
 1. New Hire Employee's Health Care starts the first day of the month following the month in which the employee is actively at work after attaining seven months of seniority.

Listed below are the items that need to be done by you. If you have any problems while doing this, please contact your Union Benefit Representative.

- Call Met-Life at 1-888-543-3461 and ask for a beneficiary form to be sent to you. By doing this, you can select your beneficiary for your Basic Life Insurance.
- After getting your form, if you have any questions regarding how to fill it out, contact the Benefit Office for assistance.
- After attaining 90 days of seniority, you will need to contact Fidelity at 1-800-835-5095 to enroll into the Allison Transmission Hourly Employee Savings Program. Once again, if you have any problems enrolling into this program, contact the Benefit Office for assistance.
- You will be notified prior to the effective date of your health care starting, to contact the Allison Benefit Center, to enroll yourself and any dependent(s) into the health care program.