



**XVII. MEDICAL RESTRICTION LEAVE OF ABSENCE**

An associate who is or will be medically restricted from performing one or more essential functions of his/her normal assignment for more than 150 days will be placed on a Leave of Absence in accordance with the Medical Restriction Leave of Absence Policy Amendment contained in Attachment 4.

**XVIII. ELIMINATION OF STRESS LETTER OF UNDERSTANDING**

The Stress Letter of Understanding from the 1998 MOUs, which was incorporated by reference into the 2008-2011 MOU, and any related letters and agreements in the expired CBAs that implemented the 1998 Stress Letter of Understanding are eliminated and replaced by the Common Interest Forum Letter of Understanding set forth in Attachment 5.

**XIX. HEALTH CARE OVERSIGHT COMMITTEE (HCOC)**

The new Health Care Oversight Committee, its composition and responsibilities are set forth in Attachment 6.

**XX. HEALTH CARE BENEFIT COORDINATORS**

On or before November 1, 2012, the Companies will offer existing incumbents in the Health Care Benefit Coordinator and Retiree Health Care Benefit Coordinator positions an Enhanced Income Security Plan with an off-payroll date of on or before December 29, 2012. The Company may also offer additional EISP offers any time thereafter. If one or more incumbents accept an EISP offer, or if an incumbent leaves the position for any other reason, the Company will staff to three CWA Health Care Benefit Coordinator positions consistent with Attachment 7