

1                                   **LETTER OF UNDERSTANDING NO. 33**

2           **SUBJECT: MACHINISTS CUSTOM CHOICES VOLUNTARY**  
3                                   **BENEFITS LIFE INSURANCE AND AD & D**  
4                                   **PAYROLL DEDUCTION**

5       The Company agrees to provide a payroll deduction service to IAM-  
6       represented employees who choose to purchase employee-paid voluntary  
7       supplemental insurance coverages offered through the Machinists Custom  
8       Choices Worksite Benefits program. ~~life insurance or accidental death and~~  
9       ~~dismemberment coverage through payroll deduction.~~ Such coverage will be  
10      provided through Employee Benefits Systems, Inc. (EBS)~~Union Labor Life~~  
11      ~~Insurance Company.~~ This service will begin as soon as practicable. ~~The~~  
12      Union agrees to coordinate different program offerings with the Company  
13      before scheduling open enrollment. It is understood that the Company is not  
14      the plan sponsor and is not responsible for plan administration, enrollment,  
15      or communication.

16      Dated: ~~November 2, 2008~~September 13, 2024