ARTICLE 40
INSURANCE AND RETIREMENT BENEFITS

A. Benefits
Eligible employees in this unit may participate in a number of benefit programs generally available to non-management, non-supervisory, non-confidential, non-academic employees of the University who are not exclusively represented. The current benefits and contribution levels for each plan are available from the Benefits Office or online at the University's website.

B. Plan Alterations
The University may, at its option, alter its health and welfare programs and/or the University of California Retirement Plans (UCRP). Such alterations include, but are not limited to altering the coverage, rate of contribution, eligibility criteria or carrier of these plans. If the University chooses to alter these plans as they apply to other employees described above, such changes will apply to employees covered by the Agreement.

C. Notice to Union
The Union will be notified of any such changes before they are implemented by the University. Upon request by the Union, the Union and the University will meet and consult on the proposed changes.

D. Health and Welfare Benefits Meeting
The University's Office of the President and the Union agree to meet twice per calendar year to discuss changes, if any, to the University's health and welfare benefit programs. Such meeting shall occur in advance of the University's annual open enrollment period and will be rotated between the Southern campuses. The parties may agree to hold these meetings via conference call and webinar in lieu of an "in-person" meeting.

The University shall provide up to four (4) hours of paid release time for up to four (4) bargaining unit employees from UCSD to participate in the meeting described herein. If the meeting is held at another location, which is not the home location of the bargaining unit employee, up to four (4) additional hours may be granted for the purpose of travel.