

**ARTICLE 4A**  
**UNIVERSITY HEALTH AND WELFARE BENEFITS**

**A. GENERAL CONDITIONS**

Eligible employees may participate in a number of benefit programs generally available to other eligible non-managerial, non-supervisory, non-confidential, non-academic employees of the University.

1. The University’s annual Open Enrollment is a period in which eligible employees may elect to change health and welfare plans or coverage options. This process affords employees the opportunity to choose among plans due to changes in employee circumstances, coverage and costs of each plan, and plan availability, which may change from year to year.
  - a. The University may, at its option during the term of this Agreement, alter its health and welfare programs. Such alterations include, but are not limited to altering eligibility criteria, establishing new coverage, altering or deleting current coverage, changing the carrier for established plans or programs, adjusting pay bands, or altering employee and University monthly rates of contribution (except as modified by A.3. b. below). In the event the University makes such alterations, the changes will apply to employees eligible for benefits within the unit in the same manner as they apply to other eligible staff employees at the University.
  - b. The sole exceptions to §A.1.a. shall be any alterations proposed by the University which affect only bargaining unit employees.
2. Employee costs for healthcare premiums and costs for plans to which the University does not contribute, are to be paid by unit employees, normally through payroll deduction.
3. Beginning in calendar year 2021, increases in employee contribution rates for the Kaiser and Health Net Blue and Gold plans shall not exceed \$10 per month (up to aggregate increase of \$120/year) over the prior year for each year of the agreement.
4. Employees shall pay the 2020 healthcare premium costs, in accordance with Section A.2 above, as follows:

Full-time salary rate of \$58, 000 or less

<b>Plan</b>	<b>Self</b>	<b>Self +</b>	<b>Self + Adult</b>	<b>Family</b>
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		<b>Child(ren)</b>		
Core (PPO)	\$0.00	\$0.00	\$0.00	\$0.00
Health Net Blue & Gold (HMO)	\$50.64	\$91.15	\$166.95	\$207.46
Kaiser Permanente – CA (HMO)	\$22.97	\$41.35	\$50.31	\$68.66
UC Care (PPO)	\$141.74	\$255.13	\$358.26	\$471.65
UC Health Savings Plan (PPO)	\$22.97	\$41.35	\$50.31	\$68.66

Full-time salary of \$58,001 - \$114,000

<b>Plan</b>	<b>Self</b>	<b>Self + Child(ren)</b>	<b>Self + Adult</b>	<b>Family</b>
Core (PPO)	\$0.00	\$0.00	\$0.00	\$0.00
Health Net Blue & Gold (HMO)	<u><b>\$88.82</b></u>	<u><b>\$159.87</b></u>	<u><b>\$254.11</b></u>	<u><b>\$325.17</b></u>
Kaiser Permanente – CA (HMO)	<u><b>\$61.15</b></u>	<u><b>\$110.07</b></u>	<u><b>\$137.47</b></u>	<u><b>\$186.37</b></u>
UC Care (PPO)	<u><b>\$179.92</b></u>	<u><b>\$323.85</b></u>	<u><b>\$445.42</b></u>	<u><b>\$589.36</b></u>
UC Health Savings Plan (PPO)	<u><b>\$61.15</b></u>	<u><b>\$110.07</b></u>	<u><b>\$137.47</b></u>	<u><b>\$186.37</b></u>

**B. EFFECT OF ABSENCES FROM WORK ON BENEFITS**

1. **Temporary Layoff/Temporary Reduction In Time/Furlough** – Health plan contributions by the University will be provided for unit employees, in accordance with Section C, below, when the employee is affected by the following conditions lasting up to 4 months: a temporary layoff; a temporary reduction in time below the hours required to be eligible for health benefits; or a furlough. For health plans to remain in force, employees on temporary layoff or

furlough must comply with the terms of the applicable plan documents, rules and/or regulations.

2. **Military Leave** – An eligible employee on military leave with pay for emergency National Guard duty or Military Reserve Training Leave shall receive those benefits related to employment that are granted in the University’s Military Leave policy and its related documents.

3. **Leaves Of Absence Without Pay**

- a. Approved leave without pay shall not be considered a break in service and, except as provided in Section 3.c., below, shall not determine eligibility for benefits.
- b. Except as provided in Sub-Sections 3.b. 1) - 6), below, an eligible employee on approved leave without pay may, in accordance with the plan documents, rules and regulations, elect to continue University-sponsored benefit plans for the period of time specified in the plan documents, rules and regulations.
  - 1) When the employee is on an FML leave that runs concurrently under the Family and Medical Leave Act (FMLA) and the California Family Rights Act (CFRA): Continued coverage for up to twelve (12) workweeks in a calendar year.
  - 2) When the employee is on a Military Caregiver Leave under the FMLA: Continued coverage for up to twenty-six (26) workweeks in a single twelve month period. For purposes of Military Caregiver Leave, the “single twelve month period” is the period beginning on the first day the employee takes the leave and ending twelve (12) months after that date.
  - 3) When the employee is on Qualifying Exigency Leave under the FMLA: Continued coverage for up to twelve (12) workweeks in a calendar year.
  - 4) When the employee is on a Pregnancy Disability Leave under the California Pregnancy Leave Law, regardless of whether any of the leave runs concurrently with the FMLA: Continued coverage for up to four (4) months in a twelve month period. If any of the Pregnancy Disability Leave runs concurrently under the FMLA, the continued coverage provided for that portion of the leave will count towards the employee’s FMLA entitlement for up to twelve (12) workweeks of such coverage in a calendar year.
  - 5) When the employee is on an FML leave under the CFRA that does

not run concurrently under the FMLA (e.g., Parental Leave after the employee's FMLA entitlement is exhausted): Continued coverage for up to twelve (12) workweeks in a calendar year.

- 6) To continue health plan coverage during an approved FML leave, an employee must continue to make any contributions that he/she made before taking leave. For any paid portion of the leave, employee contributions will continue to be deducted from the employee's pay check. Failure of the employee to pay his/her share of the health insurance premium may result in loss of coverage.

## **C. ENUMERATION OF UNIVERSITY BENEFITS**

Benefit programs, plan descriptions, and eligibility requirements may be found at:

[www.ucnet.edu](http://www.ucnet.edu)