

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

A. GENERAL CONDITIONS

Eligible employees may participate in a number of benefit programs generally available to eligible staff employees of the University.

1. Health and Welfare Benefits

- a. The University health and welfare plans provide an annual open enrollment period during which eligible employees may elect to change plan or coverage options in accordance with the University's systemwide open enrollment procedures for the appropriate year. The University may, at its sole discretion, alter its health and welfare programs. Such alterations may include, but are not limited to, altering eligibility criteria, establishing new coverage, altering or deleting current coverage, altering employee and University rates of contribution, or changing the carrier for established plans or programs. 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 eligible staff employees at the UC Davis main campus, excluding its Health System.
- b. The University's maximum monthly rates of contribution for bargaining unit employees who are eligible for and elect to enroll in a health plan shall be the same as the contribution rates for such benefits for other staff employees.
- c. Costs that exceed current University contributions, and employee costs for plans to which the University does not contribute, are to be paid by unit employees, normally through payroll deduction.
- d. In the event the current Memorandum of Understanding (MOU) expires, the parties agree that the terms of this Article 4-A – University Health and Welfare Benefits preserve the status quo and will continue in full force an effect unless otherwise expressly modified by mutual agreement of both parties.

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 A. above, when the employee is affected by the following conditions lasting up to four (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 benefits to remain in force, employees on temporary layoff or furlough must comply with the terms of the applicable benefit 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 current at the time the leave occurs.

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 B.3.c. below, shall not determine eligibility for benefits.
- b. Except as provided in Section B.3.c. below, an eligible employee on approved leave without pay may, in accordance with the benefit plan documents, rules and regulations, elect to continue University-sponsored benefit plans for the period of time specified in the benefit plan documents, rules and regulations.
- c. An employee on an approved Family Care and/or Medical Leave shall be entitled, if eligible, to continue participation in health benefit coverage (medical, dental, and vision) as if on pay status for a period of up to twelve (12) workweeks in any twelve (12) month period. However, an employee who exhausts her entitlement to health benefit coverage while on an approved Pregnancy Disability Leave that runs concurrently with Federal Family and Medical Leave, shall not be entitled to an additional twelve (12) workweeks of health benefit coverage under the State Family Care and Medical Leave Act. Other group insurance coverage shall be continued in accordance with the provisions of the applicable group insurance regulations.

C. ENUMERATION OF UNIVERSITY BENEFITS

For informational purposes only, a brief outline of benefits in effect on the date the Agreement is signed is found in Appendix C. IAFF understands and agrees that the descriptions contained in Appendix C do not completely describe the coverage or eligibility requirements for each plan, the details of which have been independently communicated to IAFF.

Specific eligibility and benefits under each of the various plans are governed entirely by the terms of the applicable Plan Documents, custodial agreements, University of California Group Insurance Regulations, group insurance contracts, and state and federal laws. Employees in an ineligible classification are excluded from coverage, regardless of appointment percent and average regular paid time. For details on specific eligibility for each program, see the applicable documents, agreements, regulations, or contracts.

D. REDUCED FEE ENROLLMENTS

If the University determines to provide reduced fee enrollments to qualified retired annuitants, it will apply to retired members of the F3 bargaining unit to the same extent as for any staff employees.