

**SIDE LETTER**  
**Retiree Health**

- A. Solely for the purpose of determining eligibility in Group 1 or Group 2 Retiree Health following a period off pay status of calendar days or more, an NSF in the IX bargaining unit with Continuing Appointment status will remain in either Group 1 or Group 2 Retiree Health (See Side Letter: Changes to UC Retiree Health Eligibility Rules for applicable Group) upon return to pay status provided he or she satisfies all of the conditions set forth below. The definition of an NSF, for purposes of this Side Letter, is consistent with the definition contained in Article 1 – Recognition, which provides that the term “NSF” applies to instructional faculty and non-faculty employees in the IX bargaining unit.
- 1) The NSF achieves Continuing Appointment status effective no later than October 31, 2013;
  - 2) During Fiscal Year 2012-2013, the NSF accrued UCRP service credit as an active member in the 1976 Tier, or was a UCRP member on an approved leave without pay not more than two years (730 calendar days);
  - 3) On or after July 1, 2013, the NSF is off pay status for 120 calendar days or more due to the nature of his or her appointment, but (i) returns to pay status in a UCRP-eligible position in his or her Continuing Appointment, within one year and one day following his or her last day on pay status in his or her prior Continuing Appointment or approved leave without pay that was not for more than two years (730 calendar days) (and resumes his or her Continuing Appointment as scheduled), or (ii) returns to pay status in his/her Continuing Appointment, and accumulates 750 hours of service in a rolling 12-month period within one year and one day following his or her last day on pay status in his or her prior Continuing Appointment or approved leave without pay that was not for more than two years (730 calendar days) (and resumes his or her Continuing Appointment as scheduled), thereby remaining UCRP-eligible; and
  - 4) Within the one year and one day grace period prior to returning to pay status, the NSF has not failed to resume his or her assignment in his or her Continuing Appointment that, if accepted, would have resulted in the receipt of pay during the grace period. This provision, however, will not apply to an NSF who refuses an augmentation to his or her base appointment.

Failure to meet each of the requirements set forth above will result in the NSF receiving Group 3 Retiree Health Coverage, if eligible.

- B. Following a break-in-service of 120 calendar days or more, it is incumbent upon the NSF who believes that he or she is covered by the terms of this Side Letter to self-identify by contacting the Labor Relations office at his or her campus.

- C. The University shall provide the UC-AFT with a list of NSFs with Continuing and Group 3 Retiree Health coverage in June of each calendar year.
- D. The University and the UC-AFT shall issue a joint communication to employees who may be potentially impacted by the terms of this Side Letter by November 2014.