

ARTICLE 41 – UNIVERSITY BENEFITS

A. UNIVERSITY HEALTH & WELFARE BENEFITS – 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 2020 increases in employee contribution rates for the Kaiser and UC 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

Plan	Self	Self + Child(ren)	Self + Adult	Family
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

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

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 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 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. As outlined in this Article, 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.
- c. When the employee is on FMLA leave that runs concurrently under the Family and Medical Leave Act (FMLA) and the California Family Rights Act (CFRA), the employee is eligible for continued coverage for up to twelve (12) workweeks in a calendar year.
 - i. When the employee is on 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.

- ii. When the employee is on Qualifying Exigency Leave under the FMLA, the employee is eligible for continued coverage for up to twelve (12) workweeks in a calendar year.
- iii. 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, the employee is eligible for continued coverage for up to four (4) months in a twelve (12) 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.
- iv. 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), the employee is eligible for continued coverage for up to twelve (12) workweeks in a calendar year.
- v. To continue health plan coverage during an approved FML leave, an employee must continue to make any contributions that they make before taking leave. For any paid portion of the leave, employee contributions will continue to be deducted from the employee's paycheck. Failure of the employee to pay their share of the health insurance premium may result in a loss of coverage.

C. ENUMERATION OF UNIVERSITY BENEFITS

Benefit programs, plan descriptions, and eligibility requirements may be found at www.ucnet.edu.

D. UNIVERSITY OF CALIFORNIA RETIREMENT SYSTEM

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

1. Retirement And Savings Plan

The University maintains several retirement and savings plans for eligible University employees. Currently, such plans include but are not limited to, the UC Retirement Plan (UCRP), Tax-Deferred 403(b) Plan, Defined Contribution Plan (DCP) and 457 (b) Deferred Compensation Plan, which collectively constitute the University of California Retirement System (UCRS). The University may at its option, alter, amend or terminate the existing UCRS plans and establish new retirement and/or saving plans for the UCRS. Such alterations include, but are not limited to altering eligibility criteria; altering or deleting current benefits; implementing the UCRP 2013 Tier for employees hired or who become UCRP eligible on or after July 1, 2013; implementing the Retirement Choice Program approved by the UC Regents on March 24, 2016 (hereinafter "Retirement Choice Program") for employees hired or who become UCRP eligible on or after July 1, 2018; altering employee and University rates of contribution, and changing the carrier or administrator for established plans or programs. In the event the University makes such alterations, (or proposes changes pursuant to Section D.5 below), the changes will apply to employees eligible for retirement benefits within the unit in the same manner as they apply to other eligible staff employees in the same tier. Where the University makes such alterations to a particular UCRP Tier (e.g., 1976, 2013 or the Retirement Choice Program), the changes will apply to eligible unit employees in the same manner as they apply to the other eligible staff employees in the same

UCRP Tier, except in the earliest retirement age, age factors and employment contribution rates described in Section D.2. below shall not be reduced during the term of this Agreement. The Letter of Understanding Article 41 University Benefits explains the intent of this agreement.

2. For UCRP-eligible employees hired or rehired following a break in service or who become UCRP eligible on or after July 1, 2013 but prior to July 1, 2018, the pension benefits shall be as follows:

The 2013 Tier benefit provisions shall apply, with two exceptions: The earliest retirement age and age factors shall be the same as for the 1976 Tier (2.5% age factor at age 60, eligible for early retirement at age 50). Retiring employees may elect either a lump sum cash-out of pension benefits or annuitized payments (same as 1976 Tier payment option). All UCRP-eligible bargaining unit employees (regardless of date of hire or UCRP tier placement) shall contribute a gross rate of 9% to UCRP effective the first full bi-weekly pay period on or after July 1, 2014. The contributions for employees who are 1976 Tier members will continue to be offset by \$19 per month.

3. UCRP 2013 Modified Tier

After ratification, all new or rehired employees shall be in the 2013 Modified Tier.

4. Retiree Health Eligibility

Any bargaining unit employee in a UCRP eligible position as of December 31, 2013 will be grandfathered for the purpose of determining retiree health program eligibility (graduated eligibility beginning at age 50 with 10 years of service credit).

Any employee hired or rehired following a break in service, or who becomes UCRP eligible after December 31, 2013 will be subject to the new Graduated Retiree Health Program Eligibility (graduated eligibility beginning at age 56 with 10 years of service credit), as shown in Appendix B.

5. The University shall not make changes or alterations that reduce the UCRP Retirement Benefits Formula and/or increase employee UCRP contributions.

E. LIFE INSURANCE

1. University-Paid

Personal life insurance in the amount of one times the employee's annual salary is provided without charge for represented employees covered by UCRP at the University.

2. Supplemental

Optional personal life insurance and dependent life insurance is available and may be purchase by eligible employees. Supplemental Life, Basic Dependent Life and Expanded Dependent Life insurance are available and can be purchased for an employee and eligible family members for a monthly premium through payroll deduction.

F. OTHER INSURANCE

1. Accidental Death and Dismemberment Insurance (AD&D)

UC offers the AD&D plan to protect you and your family from the unforeseen financial hardship of a serious accident that causes death or dismemberment. A

variety of coverages and amounts of coverage are available.

2. Business Travel Accident Insurance

Employees who are traveling on official University business are covered by \$100,000 of accidental death and scheduled dismemberment insurance.

3. Disability Insurance

a. Short-Term Disability Insurance – UC provides Short-Term disability insurance to eligible employees.

b. Supplemental Disability Insurance – Optional supplemental disability insurance may be purchased by eligible employees. This optional covered augments the Short-Term Disability Insurance referenced above, and provides income protection during Long- Term Disability coverage. These benefits in conjunction with state-mandated Workers' Compensation and Social Security disability benefits create a comprehensive safety net to protect employees from loss of wages over the course of a disability period.

4. Legal Expense Insurance Plan

UC offers eligible employees the opportunity to participate in a legal expense insurance plan that can be purchased through payroll deductions for employees and eligible family members.

5. Auto/Homeowner Insurance

UC offers eligible employees the opportunity to participate in an Auto/Homeowner insurance plan. Individual policies can be purchased through payroll deductions.

G. OTHER BENEFITS

1. Tax Saving on Insurance Premiums (TIP)

Employees enrolled in certain benefit plans are automatically enrolled in TIP, unless the employee makes an election to withdraw. After the University contribution, if any, is applied the net insurance premiums are deducted on a pre-tax, salary reduction basis.

2. Flexible Spending Accounts

a. Dependent Care Assistance Program (DepCare)

DepCare is available to eligible employees and allows employees to pay for eligible dependent care expenses on a pre-tax, salary reduction basis.

b. Health Care Reimbursement Account (HCRA)

The Health Care Reimbursement Account is available to eligible employees and allows them to pay for eligible health care expenses not covered by the employee's medical, dental, or vision plans on a pretax, salary reduction basis.

3. Death Payments – Death payments are provided upon the death of an employee who has been on pay status at least fifty percent (50%) time at least six (6) continuous months prior to death. Payment is a sum equal to the deceased's regular salary for one (1) month, and shall be paid to the person or persons in the first of the following categories in which there is a survivor, legal spouse or domestic partner;

child or children; parent or parents; or siblings. If there is no survivor in any of the foregoing categories, the benefit will be paid to the estate, or if there is no estate, to the beneficiary designated in the deceased's University-paid life insurance policy. All monies due and payable to the employee at the time of death shall be paid to the employee's surviving spouse or domestic partner and/or eligible dependent(s).

4. Alternate Retirement Plans – Employees covered by alternate retirement plans are subject to those plans' rules and regulations, and not subject to the UCRP coverage.