Article 20: INSURANCE AND BENEFITS

A. Residents and Fellows are eligible to participate in the University’s Health, Dental, Vision, Short Term Disability, Long Term Disability, Accidental Death and Disability, and Life Insurance Plans.

B. The University may, at its option, 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, changing the administrator of such plan, or altering Resident or Fellow and University monthly rates of contribution. However, the University will notice the Union and, upon request, meet and discuss the alterations the Union was advised of. In no event shall these discussions delay implementation of the University’s objectives.

C. The University will continue to explore the creation of a Section 125 Flexible Spending Plan. At the Union’s request, the University will meet and discuss its efforts at creating a Section 125 Flexible Spending Plan.