ARTICLE 14: BENEFITS

A. The University shall continue to provide residents benefits plans including, health, dental, vision, and long-term disability during the term of this agreement.

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 employee and University monthly rates of contribution. However, the University will notice the union and, upon request, meet to discuss the alterations the union was advised of. In no event shall these discussions delay implementation of the University’s objectives.

C. Residents are required to contribute to the University of California Defined Contribution Plan (DCP) as Safe Harbor participants. Residents contribute 7.5% of gross salary to the University of California Defined Contribution Plan in lieu of Social Security taxes, and are not eligible for membership in the University of California Retirement Plan.

If proposed by the union, a committee comprised of 3 representatives from each party will examine a possible change to the health care benefits provided by the union. Both parties agree that any change may only be effective on July 1 in any year of this Agreement.