


For the Union: 
Date: May 1, 2020

For the University: 
Date: May 1, 2020 *ARO*


Article __: HEALTH BENEFITS

Eligible Residents shall participate in the benefits programs as described below.

Residents and eligible members of his/her immediate family are provided with health insurance offered through the UC PPO (Preferred Provider Organization) Plan document. Enrollment is required during June of the initial year of appointment for benefits to be effective upon the first date of employment. Changes to the Resident's benefits must be completed in June for the following July, unless the Resident is eligible for a qualified status change, which must be filed within thirty (30) days of the qualifying event.

1. Health, Dental and Vision Insurance
 - a. Eligibility for coverage is based on the Resident's active status for the academic year beginning each July 1.
 - b. Resident's share of costs for healthcare co-pays are to be paid by new incoming Residents beginning July 1, 2020 or the date of ratification, whichever is later. Costs for plans to which the University does not contribute are the responsibility of the Resident.
 - c. For Residents with an active appointment before July 1, 2020 who is reappointed, the Resident's share of costs for healthcare co-pays are to be paid by the Resident beginning July 1, 2021. Costs for plans to which the University does not contribute are the responsibility of the Resident.
 - d. Residents will be subject to the selected coverage category and co-pay schedule (single, adult + children, two adults or family) as required by the Plan as shown in **Appendix XX**.
 - e. An employee on an approved Family and Medical Leave (FML) shall be entitled, if eligible, to continue participation in health benefit coverage (medical, dental, and vision) as if on pay status.
 - f. Beginning July 1, 2020 or the date of ratification, whichever is later, the UC Medical PPO Plan does not cover infertility treatments, including any services or supplies furnished in connection with the diagnosis and treatment of *infertility*, including, but not limited to, diagnostic tests, medication, surgery, artificial insemination, in vitro fertilization, sterilization reversal, and gamete intrafallopian transfer.
 - g. The University will offer a Flexible Spending Account (FSA) for qualified medical expenses by January 1, 2021.
2. Life, Accident, Disability Insurance
Coverage for a Resident for life, accident and disability insurance are paid by UCLA and cover the Resident during the course of employment.
3. Written notice of intent to change, modify, eliminate or alter the terms of the benefit plans will be sent to the Union with thirty (30) calendar days' advance notice. The notice shall contain a summary description of the proposed change(s). The Union's response must be received within fourteen (14) calendar days from the date of issuance of the notice of intent. Upon request, the University shall meet with the Union. Nothing in this Article shall be interpreted as precluding the University from moving forward with implementing changes in a manner consistent with the terms of this Agreement.

Final TA CIR-SEIU and UCLA (Olive View)

For the Union: 
Date: May 1, 2020

For the University: _____
Date: May 1, 2020