

ARTICLE 15

BENEFITS

A. GENERAL CONDITIONS

1. Eligible nurses may participate in a number of retirement, medical, dental, and other benefit programs to the same extent as other eligible policy-covered staff employees of the University, except as provided below.

B. RETIREMENT

1. The University may, at its option during the term of this Agreement, alter its retirement system plans (UCRS / UCRP). Such alterations include, but are not limited to, altering eligibility criteria, establishing new coverage, altering or deleting current coverage, or altering employee and University rates of contribution. All UCRP-eligible nurses (regardless of date of hire or UCRP tier placement) shall contribute to the UCRP expressed as a percentage of covered compensation, as follows: a gross rate of 8% effective January 1st, 2014; a gross rate of 9% effective July 1st, 2014. The contributions for Nurses, who are 1976 Tier members, will continue to be offset by \$19 per month. The University may not require employee contributions to the UCRP which exceed the foregoing amounts, nor may the University reduce the UCRP retirement benefits formula of NX bargaining unit employees, without meeting and conferring with the Association over this subsection 15.B.
2. In the event the University makes alterations to its retirement system plans, the changes will apply to nurses eligible to participate in the plans within the unit in the same manner as they apply to other eligible policy-covered staff employees at the same campus/laboratory. The sole exception shall be any alterations proposed by the University that affect only bargaining unit nurses. In such cases, the University agrees to meet and confer with respect to the proposed change.
3. For nurses hired, rehired following a break in service, or who become UCRP-eligible on or after July 1st, 2013, the pension benefits shall be as follows:

The 2013 Tier benefit provisions shall apply, with two exceptions:

 - a. 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).
 - b. Retiring nurses may elect either a lump sum cash-out of pension benefits or annuitized payments (same as 1976 Tier payment options).

4. Retiree Health Program Eligibility
 - a. Any nurse in a UCRP-eligible position as of the date of ratification (November 26, 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). Such eligibility shall be in accordance with Appendix B-3. Any nurse hired, rehired following a break in service, or who becomes UCRP-eligible after the date of ratification 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-3.

C. HEALTH BENEFITS

1. The University health and welfare plans provide an annual open enrollment period during which eligible employees may elect to change specific plan or coverage options. Open enrollment provides an opportunity for employees to choose among plans due to changes in circumstances of the employees, changes in the coverage and costs of each plan, and changes in plan availability which may change from year to year. A brief outline of the University's health and welfare plans is attached hereto as Appendix B-1, for informational purposes only.
2. In calendar year 2014, and in subsequent calendar years, the University and employees shall pay the amount appropriate to the employee's pay band and the employee's selected coverage category (single, adult + children, two adults, or family) and health plan. See Appendix B-2 for 2014 rates.
3. Except as provided below in paragraph C.3.a, the University may, at its option during the term of this Agreement, alter the terms of its health and welfare programs (for both employees and retirees), including but not limited to plan design, contribution rates, eligibility criteria, and carriers.
 - a. Beginning in calendar year 2015, increases in employee contribution rates for the Kaiser and Health Net Blue and Gold plans shall not exceed \$25 per month (up to aggregate increase of \$300/year) over the prior year for each year of the agreement.
4. The costs for plans to which the University does not contribute are to be paid by bargaining unit nurses normally through payroll deduction.
5. Payband placement for any year is based on the nurse's January 1 full-time annualized salary as of the previous year. For example, for the 2014 calendar year, the placement is based on the nurse's January 1, 2013 full-time annualized salary. Such salary does not include stipends, shift differentials or other ancillary pay. Paybands are generally adjusted annually, using the California Consumer Price index.