

APPENDIX B
Updated 2024 Benefits

Postdoctoral Scholar Benefits Plans

The University proposes the following changes to the Postdoctoral Scholar Benefits Plan starting in Plan Year 2024, provided the UAW agrees to the University's September 27, 2022 proposal for Article 3, Benefits.

Emergency Room / Urgent Care Visits

HMO: Increase Emergency Room copay to \$75. Maintain Urgent Care copay at \$35. PPO:

Maintain both Urgent Care and Emergency Room copay at 20% coinsurance.

Acupuncture Care

The University shall provide coverage for acupuncture services as follows:

HMO: Up to 20 medically necessary acupuncture visits covered at \$5 copay for office visits and exams per calendar year

PPO: Up to 15 medically necessary acupuncture visits covered at: \$200 combined chiropractic/acupuncture annual deductible, 20% coinsurance (preferred providers), 40% coinsurance (out-of-network providers)

Improve Infertility Treatment Coverage

The University shall provide base infertility benefits for both the HMO and PPO plans. Base benefits will include diagnosis, evaluation, and treatment of infertility. Additional benefits assessed will include orally administered infertility drugs, artificial insemination (IUI), IVF, GIFT and ZIFT treatment, covered at a 50% coinsurance. Additional services may be considered upon completion of assessment.

Vision Benefit

Increase the allowances for frames to \$160 and for contact lenses to \$160, at the same frequency as the current benefit.