

SIDE LETTER
SYSTEMWIDE DYNAMIC STATUS QUO HEALTHCARE

In order to adhere to the principle of dynamic status quo and recognize the parties' shared interests in improving UC's health insurance options, the University of California and UAW agree to the following for the SSAP and RPSP units:

A. PREMIUMS FOR 2026

1. For Kaiser, UC Blue & Gold HMO, and UC Care Plan, for all tier and pay bands for which UC proposes a rate decrease in 2026, bargaining unit members will enroll at the proposed decreased rate. For all tier and pay bands for which UC proposes a rate increase in 2026, bargaining unit members will enroll at the 2025 rates.
2. For bargaining unit members who switch from the CORE PPO or UC HSA PPO to the Kaiser, UC Blue & Gold HMO, or UC Care Plan, they will enroll with the same premium rate as other bargaining unit members per Section A.1 above.

B. DURATION

1. The terms of this Agreement shall apply through 2026 and will be incorporated as a side letter into the parties new collectively bargained Agreement.
2. Neither party waives its right to make proposals on these topics to be applicable in 2027 and thereafter. This provision does not include proposals in 2026 regarding supplemental health benefits.

C. WAIVER OF CLAIMS

As a result of this agreement, UAW agrees to waive any claims of a potential unfair labor practice charge related to the announced changes to healthcare plans and premiums in dynamic status quo for plan year 2026 for the SSAP and RPSP bargaining units.