

ARTICLE 14 HEALTH BENEFITS

- A.** Eligible employees may participate in a University-sponsored student health insurance plan to the same degree other eligible students at that campus participate. University-sponsored student health insurance plans include the multi-campus UC Student Health Insurance Plan (UC SHIP) administered by the UC Office of the President, and Graduate Student Health Insurance Plans administered by specific campuses who have elected not to participate in UC SHIP.
- B.** An employee who is a registered graduate student with ASE/GSR appointment(s) or other eligible academic appointments totaling 25% or more of full-time for a given term in a state-supported or self-supporting program is eligible to receive remission of premium for a University-sponsored student health insurance plan. An employee is eligible to receive only one premium remission per term. In the event premiums increase, the University will continue to provide 100% premium remissions to eligible employees.
- C.** The University-sponsored student health insurance plans are student health insurance programs for registered students, and the eligibility for and the availability of these programs are not related to a student's status as an employee. The parties acknowledge that the terms of the plans, including coverage, carriers, premium rates, or other program provisions, are not a term and condition of employment for an employee.
- D.** An employee who is eligible to receive a health insurance premium remission through any combination of GSR and ASE appointments is also eligible to receive 100% premium remission for their child dependents if the employee's income exceeds the designated Medi-Cal eligibility threshold.
 - 1. If the employee has a spouse, and their combined household income does not exceed twice the designated Medi-Cal eligibility threshold, then the employee is eligible for the child dependent premium remission.
 - 2. Employees shall follow their local campus procedures for the submission and remission/reimbursement of their child dependent health care premium and such local procedures are at sole discretion of the University, as set forth in the Child Dependent Health Insurance Remission Settlement Agreement (OR-BX-3050-23, OR-BR-3208-23, UCLA Campus BR 23-09). Within 30 days of ratification, the parties will meet and confer over updates to the Child Dependent Health Insurance Attestation Form in regards to eligibility thresholds as described in Section D.1.
 - 3. All locations that, at the time of ratification of this Agreement, administer the child dependent health insurance remission program as a remission, will continue to administer it as such.
 - 4. Eligible child dependents are defined by UC SHIP plan regulations.
- E.** An employee who is not a registered student and who is not eligible to participate in a University-sponsored student health insurance plan will be eligible to participate in the non-student University Health Insurance program in the same manner as non-represented, non-senate academic employees.

1. Eligibility to participate in the employee University Health Insurance Program will be in accordance with the University Health Program provisions.
2. Costs of the University Health Insurance Program in excess of the University contribution will be borne by the employee and will be paid in accordance with the program provisions.
3. During the term of this Agreement, the University has the sole discretion to alter the terms of the program including but not limited to coverage, carriers, contribution rates or other program provisions.

- F.** The University and the UAW shall meet twice a year to discuss the University-sponsored student health insurance plans. Appropriate topics for discussions are those health insurance related issues that apply to employees including systemwide participation in UC SHIP, potential changes in benefits, deductibles, and co-pays. The UAW may also place additional appropriate healthcare-related topics on the agenda, which could include discussions about the concept of an employee-based health plan.

The University agrees to provide up to 4 hours of paid release time (including travel) to one employee per campus for the purpose of attending systemwide meetings. The first such meeting shall take place during the first quarter of fiscal year 2026.

- G.** In the event that a University-sponsored student health insurance plan changes benefits related to gender-affirming care, birth control, and abortion, the University shall notify the Union as soon as is practicable after the approval of such changes through the established student health insurance governance process. The Union may discuss any changes during the meetings set forth in Section F of this Article. This provision does not alter or modify Section C above.