

## **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 staff employees of the University.
  - a. 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.
  - b. The University may, at its option during the term of this Agreement, alter its retirement system plans (UCRS). Such alterations include, but are not limited to altering eligibility criteria, establishing new coverage, altering or deleting current coverage, altering employee and University rates of contribution, or changing the carrier for established plans or programs.
  - c. In the event the University makes alterations as referenced in §A.1.b., above, the changes will apply to nurses eligible for benefits within the unit in the same manner as they apply to other eligible staff employees at the same campus/laboratory. The sole exceptions shall be:
    - 1) any alterations proposed by the University that affect only bargaining unit nurses, and
    - 2) any alterations proposed by the University which reduce retiree health, and UCRS retirement benefits of bargaining unit nurses.
  - d. In such cases, the University agrees to meet and confer with respect to the proposed change.

### **B. HEALTH BENEFITS**

1. In calendar year 2009, as soon as practicable after the effective date of the Agreement, the University and the 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, pursuant to the chart in Appendix B-2.
2. The costs for plans to which the University does not contribute are to be paid by bargaining unit nurses normally through payroll deduction.
3. 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 2009 calendar year, the placement is based on the nurse's January 1, 2008 full-time annualized salary. Such salary includes stipends paid on January 1, but does not include shift differentials or other ancillary pay. Paybands are generally adjusted annually, using the California Consumer Price index.

### **D. ENUMERATION OF UNIVERSITY BENEFITS**

For informational purposes only, a brief outline of benefit programs is found in Appendix B-1.