

## ARTICLE 20: EMPLOYER PROVIDED BENEFITS

Employees are eligible to participate in a number of benefit programs generally available to other eligible non-managerial, non-supervisory, non-confidential employees of the Employer. The current benefits are briefly summarized in this Article. However, the Association understands and agrees that the descriptions below do not completely describe the coverage or eligibility requirements for each plan, the details of which have been independently communicated to the Association. The Association further understands and agrees that the Employer may, during the term of this Agreement alter the coverage, the rate of contribution, or the carrier of these plans and that, if the Employer does so, such changes will apply to employees under this Agreement. A variety of basic group health and major medical insurance plans is currently available to employees. The Employer's maximum rate of contribution are separately communicated to the Association. Costs in excess of the maximum contribution are to be paid by the employee through payroll deduction.

Disputes concerning contributions made by the Employer and benefits and coverage provided by carriers are not subject to the Grievance or Arbitration Procedure. The failure of the Employer to make contributions for employee benefits are subject to the Grievance and Arbitration Procedure.

Current benefits are as follows:

- Health Insurance
- Dental Insurance
- Vision Care
- Life Insurance
- Accidental Death & Dismemberment Insurance
- Business Travel Accident Insurance Auto/Home Insurance
- Tax-Deferred Retirement Plans
- University of California Retirement System
- Death Payments
- Dependent Care Assistance Program (DepCare)
- Tax Savings on Insurance Premiums (TIP) Legal
- Disability Insurance

Eligible employees covered under this Agreement shall be covered by the University of California Retirement System (UCRS). The Association understands and agrees that the Employer may, during the term of this Agreement alter this plan. However, the Employer agrees that the levels of retirement benefit currently enjoyed by the members of this unit shall not be reduced without meeting and conferring.

### A. Availability Of New Or Changed Employer Benefits

SPOA agrees that if, during the term of this Agreement, the Laboratory wishes to make changes or new benefits available to Employees of this unit, the Laboratory may do so provided such benefits are made available to each Employee covered by this Agreement under the same terms and conditions as the benefits may be made available to all other non-represented employees at the Laboratory.

The Laboratory agrees to provide SPOA with information, to the extent it is available,

regarding any new or changed benefit plans including coverages, benefit schedules, carriers, providers, premium rates, eligibility criteria, and the amounts, if any, of Laboratory/Employee contributions. SPOA shall, at its discretion, provide information and comment to the Laboratory regarding Laboratory benefits and the concerns of the Employees in this unit.