

**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 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.
 - b. In the event the University makes alterations as referenced in §A.1.a., 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 to §A.1.a (above) 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 (excluding termination of the redirected Defined Contribution Plan contributions), and
 - 3) any alterations which require new or increased employee contributions to the UCRP in an amount greater than the rate of the mandatory contribution that was redirected to the Defined Contribution Plan; and
 - 4) any alterations in which the University contributions to the UCRP are lower than the member (employee) contributions.
 - c. In such cases (as identified in §A.1.b (above)), the University agrees to meet and confer with respect to the proposed change.
 - d. Effective April 2010, the University shall end the redirection to the Defined Contribution Plan of member contributions to the University of California Retirement Plan (UCRP).

B. HEALTH BENEFITS

1. 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

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each plan, and changes in plan availability which may change from year to year.

2. In calendar year 2010, 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. See revised Appendix B-2.
3. The costs for plans to which the University does not contribute are to be paid by bargaining unit nurses normally through payroll deduction.
4. 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 2010 calendar year, the placement is based on the nurse's January 1, 2009 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.