

UNIVERSITY OF CALIFORNIA

*mailed
10-22-12*

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SANTA BARBARA • SANTA CRUZ

OFFICE OF THE VICE PRESIDENT
HUMAN RESOURCES

OFFICE OF THE PRESIDENT
300 Lakeside Drive, Suite 1045
Oakland, CA 94612-3550

SIDE LETTER AGREEMENT JOINT HEALTH CARE COMMITTEE

The parties to this Agreement are the University of California (UC) and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, Local 5810 (UAW).

1. This agreement is non-precedential and applies only to the aforementioned parties on behalf of Postdoctoral Scholars (and their eligible dependents) at the University of California who are enrolled in the Postdoctoral Scholars Benefits Program (PSBP).
2. In accordance with Appendix G, the Side Letter establishing the Joint Health Care Committee, the parties have met and discussed goals, trends and improvements and have reached an agreement on certain changes to the health and welfare programs effective January 2013. A summary of the changes are reflected below, but the specific terms and conditions shall be set forth in the plan documents, where applicable.
 - a. Add transgender surgical benefit comparable to the faculty and staff plan;
 - b. Add coverage for implantable contraceptive devices, such as IUDs, to the HMO plan;
 - c. Enhance Principal PPO Dental Benefit to include an Exclusive Provider Organization (EPO) dentist network in addition to the PPO and out-of-network providers. Increase the calendar year benefit maximum for the EPO and PPO Networks to \$1,700 and keep the current \$1,500 calendar year benefit maximum for the Out of Network Providers.
 - d. Enhance the Health Net DHMO to include capping the member's co-pay for dental crowns at \$200 for each crown;
 - e. Add SelectPlus (also known as "Sittercity") Benefit comparable to the faculty and staff plan;
3. In accordance with Article 3, Benefits, Sections A2 and B5, and for the remainder of the Agreement, the parties have agreed to hold and/or reduce the contribution levels required by Article 3, Section B: 5b, 5c, and 5d.
 - a. Freeze the percentage contribution required for the Health Maintenance Organization (HMO) plan as follows:
 - Scholar only – 2% of monthly health care premium
 - Scholar plus child(ren) – 2% of monthly health care premium

- Scholar plus spouse – 3% of monthly health care premium
- Family - 3% of monthly health care premium

b. Freeze the contribution rate required for the Preferred Provider Organization (PPO) plan as follows:

- Scholar only – \$20.00 per month
- Scholar plus child(ren) – \$40.00 per month
- Scholar plus spouse – \$40.00 per month
- Family - \$60.00 per month

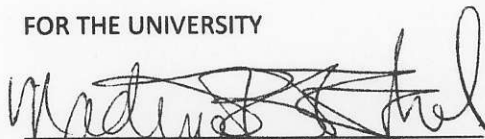
4. With the exception of 2.e, SelectPlus above, nothing in this Agreement changes the Benefits offered in Appendix A.
5. Postdoctoral Scholars who separate on or before March 31, 2013, shall continue to have one month of additional coverage, immediately following the month in which they separate, for medical, dental and vision plans. The additional month of coverage shall terminate no later than April 30, 2013. Postdoctoral scholars who separate on or after April 1, 2013 shall have medical, dental and vision coverage through the last day of the month in which they separate.

Example 1) A Postdoctoral Scholar who separates on March 13th, shall have coverage through April 30th.

Example 2) A Postdoctoral Scholar, who separates on April 13th, shall have coverage through April 30th.

6. This agreement expires on September 30, 2015, commensurate with the full Agreement expiration.

FOR THE UNIVERSITY



Nadine Baron Fishel
Associate Director, Labor Relations
University of California

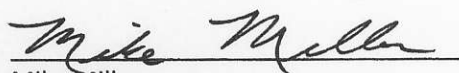


Mark Esteban
Director, Benefit Programs
University of California

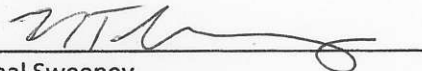
10-18-12

Date

FOR THE UNION



Mike Miller
International Representative
UAW



Neal Sweeney
President
UAW, Local 5810

10/23/12

Date