

**Article 14**  
**HEALTH BENEFITS**

- A.** Where a UC campus has elected to participate in the new multi-campus student health insurance program (“UCSHIP”), eligible ASEs may participate in the UCSHIP to the same degree other eligible students at that campus participate. The parties anticipate that Irvine and Santa Barbara will join the current participating campuses (Davis, Merced, San Diego and Santa Cruz) in UCSHIP in August 2011.
- B.** Where a UC campus has elected not to participate in UCSHIP, eligible ASEs may participate in the campus (Graduate) Student Health Insurance Program to the same degree other eligible students at that campus participate.
- C.** An ASE who is a registered graduate student with ASE appointment(s) or other eligible academic appointments totaling 25% or more of full-time for a given term is eligible to receive remission of premium for the campus Graduate Student Health Insurance Program (GSHIP) or, where applicable, the UCSHIP Student Health Insurance Program. An ASE is eligible to receive only one GSHIP or UCSHIP premium remission per term. In the event GSHIP or UCSHIP premiums increase, the University will continue to provide 100% premium remissions to eligible ASEs.
- D.** UCSHIP and GSHIP 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 ASE. The parties acknowledge that the terms of the UCSHIP and/or GSHIP plans, including coverage, carriers, premium rates, or other program provisions, are not a term and condition of employment for an ASE.
- E.** An ASE who is not a registered student and who is not eligible to participate in the (Graduate) Student Health Insurance Program or UCSHIP 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 born 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 quarterly to discuss UCSHIP (or the campus GSHIP where a campus is not currently participating in UCSHIP). Appropriate topics for discussions are those health insurance related issues that apply to ASE’s including systemwide participation in UCSHIP, potential changes in benefits, deductibles, and co-pays.

The University agrees to provide up to 4 hours of paid release time (including travel) to one ASE per campus for the purpose of attending systemwide meetings. The first such meeting shall take place during the first quarter of calendar year 2011.