

**ARTICLE 11  
BENEFITS**

**A. GENERAL CONDITIONS**

1. Eligible NSF may participate in the retirement, medical, dental, and other benefit programs to the same extent as other eligible faculty, including Senate Faculty, at the University.
2. NSF covered by alternative retirement plans are subject to the provisions of those retirement plans.
3. The University may, at its sole discretion during the term of this Agreement, alter in any way its health and welfare programs, retirement system plans, and/or other benefits. Such alterations include, but are not limited to, adding new program or plan benefits, 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.
  - a. If the University alters the health and welfare programs, retirement system plans benefits, or other benefits, the alterations will apply to eligible NSF in the same manner as they apply to other faculty, including Senate Faculty, at the same campus.
  - b. The University shall meet and confer with the Union prior to implementation when it proposes:
    - 1) any proposed alterations that affect only faculty, or
    - 2) any alterations in University policy regarding the mandatory retirement age affecting NSF. Criteria regarding mandatory retirement age will be as set forth in statute and University policy, or
    - 3) to establish a new pension plan or tier, or
    - 4) to reduce Health and Welfare benefits in a manner that disproportionately impacts benefits eligible part-time bargaining unit members
4. NSF shall pay costs in excess of University contributions, and employee costs for plans to which the University does not contribute, normally through payroll deduction.

**B. ENUMERATION OF UNIVERSITY BENEFITS**

For informational purposes only, a brief outline of benefit programs is listed in Appendix B. More information can be found in general University benefits publications and individual summary plan descriptions. Specific eligibility and benefits under each plan are governed entirely by the terms of the applicable Plan Documents, custodial agreement, University of California Group Insurance Regulations, group insurance contracts, and state and federal laws. NSF in an ineligible class are excluded from coverage, regardless of appointment percent and average regular paid time. For details on specific eligibility for each program, see the applicable documents, agreements, regulations, or contracts.

**C. HOUSING PROGRAMS**

A broad set of housing programs are available on the campuses. These programs include faculty rental housing, mortgage assistance programs, faculty home loan programs, housing allowance, short-term housing loan programs, salary differential housing allowance, and housing for sale on University land. The eligibility and availability of each of these programs vary substantially from campus to campus and are in accordance with local rules and procedures. Specific eligibility and benefits are governed entirely by the terms of the applicable campus plan.

**D. MEETINGS**

The University agrees to hold meetings twice per year to provide information to the Union regarding University-wide benefit plans, coverage, benefit schedules, carriers, providers, premium rates, eligibility criteria, and the amounts, if any, of University/NSF contributions. At these meetings, the Union may provide information and comment to the University regarding University-wide benefits.

**E. LOCAL BENEFITS**

Except as provided above regarding housing programs, NSF are eligible, according to local campus procedures, for local benefits to the same extent as are other eligible faculty, including Senate Faculty, at the same campus, including but not limited to, parking, child care, etc. The University may alter in any way, at its sole discretion, any aspect of local benefits, and if the University does so, such changes will apply to NSF eligible for these benefits to the same extent as they apply to other eligible faculty, including Senate Faculty at the same campus.

**F.** It is understood that if the Union does not request to meet and confer within thirty (30) calendar days regarding alterations arising pursuant to Section A.3.b., the University may implement the proposed changes for NSF.