

Side Letter

UC / UPTE – CWA

Research Support Professionals Unit (RX)

Technical Unit (TX)

Joint Benefits Committee Special Meetings

In 2012, at least three (3) UC-UPTE meetings shall be convened on a trial basis as defined in this side letter. The Joint Benefits Committee will meet to discuss benefit plans and provide comments in accordance with the procedures outlined below. Participation in this process is contingent on the designated UPTE representatives signing a confidentiality agreement.

- 1) All members of the Joint Benefits Committee are required to maintain in strict confidence any information about the renewal process, proprietary third-party vendor data or any changes in benefits under consideration at any time during that process.
 - a) To confirm that commitment, each member of the Committee will sign the document prepared by the University for that purpose and attached as Exhibit A. The only exceptions to this restriction upon such disclosure would concern necessary consultation with other members of the Committee or a designated high-level UPTE officer who would be required to sign the document confirming the pledge of confidentiality (Exhibit A).
 - b) In the event that a member of the Joint Committee, or an UPTE officer, breaches this pledge of confidentiality, the University will have the right to terminate the Committee following notice to and discussion with the Union.
- 2) All benefit plan decisions rest solely with the University.
- 3) Preparation for the February 2012 initial meeting:
 - a) By no later than January 31, 2012, UPTE will identify up to four (4) individuals who will participate in the 2012 meetings described in § 4 and 5 below.
 - b) By no later than January 31, 2012, the University shall provide UPTE with the 2011 Request for Renewal (RFR) utilized by the University in soliciting health care vendors/providers for plan year 2012.
 - c) By no later than January 31, 2012, the parties shall determine the agenda items and relevant request(s) for information in preparation for the February meeting.
- 4) **UC-UPTE Meeting #1:** By no later than February 29, 2012, the University and the designated UPTE representatives shall meet to discuss the 2011 RFR and process to determine the 2012 health benefits and contribution rates, the anticipated 2013 health benefit issues, respond to UPTE's submitted questions, and exchange information and ideas.

Joint Benefits Committee Special Meetings

December 27, 2011

Page 2 of 2

- 5) **UC-UPTE Meeting #2:** By no later than April 20, 2012, the University and UPTE shall meet to discuss the University's 2013 Request for Renewal. The Union shall receive a copy of the 2012 RFR, with necessary redactions to protect the confidentiality and privileges of the RFR participants.

- 6) **UC-UPTE Meeting #3:** The University and UPTE shall meet in August 2012 to discuss the status of the 2013 Health Plan process. The intent of this meeting is to engage in discourse and to inform UPTE of the general dynamics of the renewal process. Because the renewal process will continue to be very dynamic at this stage, UPTE understands and agrees that formal documentation about the process is not final and is likely to change before the negotiations with Health plan carriers conclude.

For the University

Linda Ashcraft

Linda Ashcraft

date 12-27-11

For UPTE

Wendi Felson 12/27/2011

Wendi Felson

date