

**ARTICLE 15
BENEFITS**

15.1 BENEFITS

- A. Health Care Benefits will be offered. Health care premium dollars are negotiated separately and incorporated by reference herein. Employees receive health care benefits on the same basis as other University civil service employees.
- B. Pre-tax Medical/Dental Expense and Premium Account will be offered to employees on the same basis as offered to all other benefit eligible University employees.
- C. Deferred Compensation will be offered to employees on the same basis as offered to all other benefit eligible University employees.
- D. Dependent Care Salary Reduction Plan will be offered to employees on the same basis as offered to all other benefit eligible University employees.
- E. Subject to operational requirements, Supervisors may adjust employee work schedules to facilitate non-work time participation in approved University wellness programs.

15.2 VOLUNTARY EMPLOYEE RETIREMENT BENEFIT ACCOUNTS – VEBA

- A. The University will provide a post-retirement medical expense plan that provides for reimbursement of medical expenses to eligible individuals. Instead of cash-out of Sick Leave on a one (1) hour for four (4) hour basis at retirement, the University shall deposit equivalent funds in the medical expense plan.
- B. VEBA will remain in effect unless ten percent (10%) of eligible employees request (in writing) not later than October 1, of any year, that the University conduct a vote to consider discontinuing VEBA.
- C. If an employee dies prior to retirement, the employee's estate will receive cash for the employee's total Sick Leave balance on a one (1) hour for four (4) hour basis.

15.3 EMPLOYEE ASSISTANCE PROGRAM

The University will provide an Employee Assistance Program for all employees covered by this Agreement on the same basis as the program is provided for all other University employees.

15.4 CHILDCARE

The University will provide access to childcare on campus for all employees covered by this Agreement on the same basis as provided for all other University employees.