

ARTICLE 15 BENEFITS

15.1 BENEFITS

- A. Health Care – health care premium dollars are negotiated separately and incorporated by reference herein.
- 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.
- F. Employees may request a permanent schedule change per Article 6.1.D to accommodate an hour lunch period for the purpose of wellness activities. Requests will be reviewed and approved or denied based on operational necessity.

15.2 VOLUNTARY EMPLOYEE RETIREMENT BENEFIT ACCOUNTS – VEBA

- A. The University will provide a post-retirement medical expense plan (VEBA) 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 (10) percent 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 their total sick leave balance on a one (1) hour for four (4) hour basis.

15.3 EMPLOYEE ASSISTANCE PROGRAM

Employees and their adult family members have access to the State of Washington's

Employee Assistance Program (EAP) on the same basis as the program is provided for all other University employees. EAP is a confidential service. Confidentiality is maintained to the extent allowed by law.

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.

15.5 COMMUTE TRIP REDUCTION, PARKING, AND EMERGENCY RIDE HOME

The University will provide Commute Trip Reduction, Parking, and Emergency Ride Home programs for all employees covered by this Agreement on the same basis these programs are provided for all other University employees, per BPPM 80.87 Revised 2-06, Emergency Ride Home.