

Article XX

Health and Welfare Benefits

Section XX.1. The University will enroll all GEs in their Student Health Benefits Plan (SHBP) at no cost. GEs may waive such coverage under this agreement in the event that they are insured through other programs.

Section XX.2. The University shall waive the "Single Student" rate for GEs covered by this Agreement during each term of such appointment. ~~[At the request of the GE, a GE's spouse and children shall be provided coverage at no cost.]~~

Section XX.3. ~~The University shall waive the "Student" plan costs for The MetLife Preferred Dental Plan and the Davis Vision by Metlife plan for GEs covered by this Agreement during each term of such appointment. At the request of the GE, a GE's spouse and children shall be provided coverage at no cost.~~

Section XX.4. GEs appointed for the full academic year receive a waiver for the university's SHBP during the period of their appointment. GEs on a fall-only appointment and continuing as a full-time student in the graduate school for the spring semester, receive a waiver for the SHBP for the fall only and will be responsible for the spring portion of the plan costs.

GEs on a spring only appointment will receive a waiver for the SHBP for the spring and summer.

~~The University will consider the Spring and Summer (from January 1st to August 31st of the coverage year) the same coverage period for billing and coverage purposes.~~

Section XX.5. ~~There shall be no reduction of benefits for the duration of this Agreement without mutual agreement between the University and the Union. No copayment, coinsurance, or deductible shall be increased, nor shall any new copayment, coinsurance, or deductible be levied on GEs and their dependents for the duration of this Agreement without mutual agreement between the University and the Union.~~

Section XX.6. The University shall continue to provide coverage under the ~~above~~ SHBP plans to eligible GEs, and covered eligible dependents, on an approved medical leave of absence at no cost to the GE for a maximum period of 90 days, subject to GE meeting eligibility requirements.

Section XX.7. The University shall continue to provide worldwide coverage.

UNH Counterproposal to
GEU Proposal 8-26-25
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Section XX.8. Insurance provided to GEs and their dependents shall always meet the requirements of international GE visas.

Section XX.9. The University shall reestablish the UNH Pharmacy commensurate with pre-closure operational capacity.

Section XX.10. Upon the start of this Agreement, a joint University/GEU-UNH UAW Health Care Taskforce with an equal number of representatives from UNH and the Union shall be established to discuss the design of the UNH SHBP, the MetLife Preferred Dental Plan, and the Davis Vision by MetLife plan. This taskforce will advise the administration on matters related to available plan design options, premium cost impacts associated with these options, and the annual renewal process which may include soliciting proposals from providers of student health insurance in the state of New Hampshire. The current plan design shall be a starting point from which improvements shall be made. The Union shall make a recommendation to the University which shall be considered in good faith.