

## 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 SHBP ~~and dental and vision plans~~ to ~~eligible~~ GEs, and covered dependents, on an approved medical leave of absence at no cost to the GE ~~for the duration of the appointment term.~~ 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-UAW Counterproposal 2.26.26  
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~~Section XX.8. Insurance provided to GEs and their dependents shall always continue to 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.**

Issues pertaining to this article shall be established as a standing agenda item for not fewer than one (1) meeting of the Union-Management Committee per academic semester.