

**UCSF Guidelines for Comprehensive Health Benefits for Postdoctoral Scholars
in Accordance with the UC-UAW Collective Bargaining Agreement
("Union Contract")
Revised 12/9/15**

1. Postdocs in all title codes (3252, 3253, and 3254) (and their dependents) must receive health care benefits while employed at UCSF.
2. The PI is responsible for a majority of the cost of medical plan coverage minus the premium that is paid by the postdoc, as follows:

	HMO	PPO
Coverage Level	Postdoctoral Scholar	Postdoctoral Scholar
Postdoctoral Scholar	2%	\$20
Postdoctoral Scholar + Partner	3%	\$40
Postdoctoral Scholar + Child(ren)	2%	\$40
Postdoctoral Scholar Family	3%	\$60

3. The PI is responsible for 100% of the cost of the Dental and Vision plans, Short-Term Disability, Life/Accident, Workers Compensation and Benefit Broker Fee.
4. Some Postdoctoral Fellows (3253) and Postdoctoral Paid-Directs (3254) may

be paid from a funding source that allows benefits to be charged to their research or institutional allowance. In this case, the PI's share can be covered by these sources. However, if the funding source is insufficient to cover the PI's share, the PI will be responsible for covering the remaining cost minus the Postdoc's contribution.

5. All Postdocs and their dependents are automatically covered for medical evacuation and repatriation benefits necessary to satisfy the J Visa Program.

6. The Union Contract can be found at:

<http://ucnet.universityofcalifornia.edu/labor/bargaining-units/px/contract.html>

Approved:



1/25/2016

Elizabeth Watkins, Dean of the Graduate Division

Date



1/25/2016

Jason Rock, Chair of the Graduate Council

Date