ARTICLE X
MEDICAL BENEFITS

Section 1 (Health Insurance) [TTA].

All Graduate Student Workers are required to participate in the Cornell University Student Health Plan (SHP). The University shall provide Graduate Student Workers with a credit equal to the full premium cost of individual coverage under the SHP. Graduate Student Workers with a Partial appointment will receive a *pro rata* credit towards the premium cost of individual coverage under the SHP.

Section 2 (Dental and Vision Insurance).

The Parties acknowledge that the University provides a Benefits Adjustment of $544 – included as part of the Minimum Total Stipend Amount defined in the Compensation Article of this Agreement – that covers: (a) the out of pocket premium cost at the time of ratification for individual dental insurance cover offered by Dental Plus insurance, and; (b) the out of pocket premium cost at the time of ratification for individual vision insurance cover offered by VSP vision insurance at the time of ratification. Therefore, the Graduate Student Worker can, at their election, enroll in individual dental and vision coverage.

Graduate Student Workers shall be eligible to enroll in the Dental Plus plan on the same terms as all other graduate students enrolled in the same plan.

Section 3 (Coverage).

A. The University and the Union acknowledge that eligibility for and availability of these plans is not related to work as a Graduate Student Worker and is not a term and condition of employment.

B. The University may alter, modify, or substitute any of its health and medical and dental insurance plans during the term of this Agreement and nothing in this Agreement shall limit the University's right to do so provided that any changes also apply to all other graduate students enrolled in the same plans.

C. **[TTA]** The University agrees to notify the Union annually of any material changes to the SHP, Dental Plus insurance or VSP vision insurance, including but not limited to changes in covered services and changes to out-of-pocket costs.

Section 4 (Gender, Reproductive and Sexual Healthcare) [TTA].

A. Except as otherwise prohibited by law, the SHP shall continue providing coverage for gender-affirming care (including Cornell Health continuing to follow World Professional Association for Transgender Health guidelines), reproductive care, and sexual healthcare, and consistent with applicable law the University shall ensure such coverage continues at the same or better standard for the duration of this Agreement.

B. All benefits provided by this Article are subject to the provisions of the applicable insurance policy or plan.

Section 5 (Mental Healthcare) [TTA].

The University shall maintain services from the Counseling & Psychological Services (CAPS) for Graduate Student Workers at the same or better standard for the duration of this Agreement, including: access to CAPS between academic semesters, consistent with CAPS' operations, staffing, and work schedules; access to online resources for in-network local and virtual mental healthcare providers; access to CAPS even if a Graduate Student Worker is seeking ongoing therapy outside of CAPS; and, access to testing for Attention-Deficit/Hyperactivity Disorder via Cornell Health.