

ARTICLE __ INSURANCE BENEFITS

1. **Coverage for Postdoctoral Employees and Dependents.** WCM shall provide all Postdoctoral Employees and dependents with medical, dental, vision, and prescription coverage, as well as short-term disability, long-term disability, Accidental Death and Dismemberment, and Basic Life Insurance, on the same terms and conditions as are currently offered to Postdoctoral Employees, as may be modified from time to time by WCM. WCM reserves the right to modify these benefits, after notice to the Union, provided that such benefits are substantially equivalent to those provided to other similarly situated employees.
2. **~~Reimbursement for Oocyte Cryopreservation.~~** ~~Eligible Postdoctoral Employees who enroll in one of WCM's available insurance plans shall have access to be eligible for reimbursement for necessary fees for oocyte cryopreservation (i.e., the freezing of eggs, sperm or embryos for later use) consistent with the terms of their respective insurance plan, as may be modified from time to time.~~