

ARTICLE 3 BENEFITS

Employees shall be entitled to health care and other benefits as per the University policies for Officers of Research and as required by law. The University reserves the right to modify benefits after notice to the Union, provided that such benefits are substantially equivalent to those provided to other similarly situated employees.

MISCELLANEOUS

The University proposes a Letter of Agreement concerning relocation payment:

All newly hired Employees (excludes title changes) on or after January 1, 2024 will receive a one-time relocation payment in the amount of \$1,250 dollars subject to University policy, applicable taxes, and withholdings.

MISCELLANEOUS

Revised: June 8, 2023

The University proposes a Letter of Agreement concerning the creation of a Hardship Support Fund:

Effective January 1, 2024, the University shall establish a Hardship Support Fund to assist Employees with a temporary hardship due to an unexpected medical emergency (e.g., medical, dental, and vision expenses for themselves or their covered dependents causing financial hardship). Hardship Support Fund awards are grants that reimburse actual expenses. These awards are not loans and are not repaid.

The Hardship Support Fund will be a total \$250,000 for the term of the Agreement. Distribution of money from the Hardship Support Fund shall be made in accordance with the policies, procedures and requirements established by the Office of Postdoctoral Affairs (OPA). The Hardship Support Fund will reimburse Employees for up to \$5,000 per academic year (July 1 to June 30). Expenses must be incurred within the current academic year to be reimbursed. No carry over of expenses into the following year is permitted. No reimbursements will be made during the prior academic year in the current academic year. Each request is considered on its own merits, and not all requests will be funded. Any determinations made by the University concerning the eligibility of Employees or the distribution of funds shall not be grievable.

The Hardship Support Fund is limited. Any money remaining in the Hardship Support Fund at the expiration of the Agreement will not be rolled over into the Hardship Support Fund of the subsequent collective bargaining agreement if such account continues.