The University of California's Graduate Student Researchers (GSR) and Academic Student Employees (ASE) represented by the United Auto Workers (UAW) are eligible for a reimbursement for their child dependents health insurance purchased through UCSHIP through a program established in the BX and BR collective bargaining agreements between UC and the UAW.

Program Overview

Eligible GSRs and ASEs employed in a qualifying appointment(s) are eligible to receive reimbursement for the premium cost for their child dependent(s) enrolled in UCSHIP, up to the amount of the Child(ren) Only (Medical Only) Plan. If the dependent is enrolled in the Child(ren) Only (Medical, Dental, and Vision), or the Family coverage, the reimbursement will be up to the amount of the Medical Only Coverage. Eligibility requirements can be found below.

The benefits described in this document follow the parties' collective bargaining agreements (CBAs). The CBAs are the controlling documents, and this program overview is not meant to replace or contradict the language that is contained in the CBA or applicable University policy and is not a substitute for reviewing contract articles carefully. This program overview will be interpreted as consistent with the CBAs and, in the event of a conflict, the language of the CBAs or applicable policy will control.

Eligibility

For this program, eligibility is as follows:

1. The GSR/ASE is a registered graduate student and meets UCI's employment requirements.
2. The student must have an active GSR, ASE, or combination GSR and ASE appointment totaling 25% or more of full-time for the duration of the academic quarter.
3. The GSR/ASE's income exceeds the designated Medi-Cal eligibility threshold.
   a. If the GSR/ASE has a spouse, and the combination of their income places the GSR/ASE's family over the designated Medi-Cal eligibility threshold then the GSR/ASE is not eligible for the child dependent premium remission.
   b. Information about Medi-Cal eligibility can be found here: https://www.dhcs.ca.gov/services/medi-cal/Pages/DoYouQualifyForMedi- Cal.aspx
4. The eligible child dependent must be enrolled in UCSHIP.
   a. Eligibility of child dependents are defined by UCSHIP plan regulations, which can be found here: https://shc.uci.edu/insurance/uc-ship-benefits-and-information/voluntary-enrollment.
   b. The dependent will need to be re-enrolled every quarter, and a new Attestation form and receipt will need to be submitted.
   c. The reimbursement will be up to the amount of the Child(ren) Only (Medical Only) Plan.
   d. Private insurance will not be reimbursable

Process for Receiving Benefit

1. The GSR/ASE enrolls eligible child dependents in UCSHIP.
    a. The child dependent may be enrolled in any dependent plan, however the reimbursement will be up to the amount of the Child(ren) Only (Medical Only) Plan (2024-2025 rates of $3,550.33).
2. Student submits Attestation Form and receipts/proof of enrollment to their hiring department within 30 days of enrollment.
3. Department will process the payment via UCPath for medical insurance only (excluding dental and vision) using the "NFT" earn code.
    a. A central account has been established by Graduate Division, MSOs, please contact Mei Deng (mei.deng@uci.edu) for the account number.
    b. Payments must be made within 60 days of receipt of forms; however, the payments will be processed along Payroll deadlines.
4. Department submits the form, receipt, and payment information to the EEC at https://uci.service-now.com/eec?id=sc_cat_item&sys_id=e6d91eb21b126c1037efca262a4bcb5e&sysparm_category=abc78de49f331200d9011977677fcfb2&catalog_id=-1
5. Graduate Division will review documentation confirming eligibility and reconcile payments against the DOPE Report.
6. **If the student is found to be ineligible for reimbursement, the department will need to provide an account to process a Direct Retro/Salary Cost Transfer.**

Note

For questions regarding the process for the benefit, please contact Michelle Fielder at mfielder@uci.edu

For questions regarding the labor contract provisions, please contact Kristin Beattie at k.beattie@uci.edu