

ASE/GSR Child Dependent Health Premium Benefit Program

The University of California's Graduate Student Researchers (GSRs) and Academic Student Employees (ASEs) represented by the United Auto Workers (UAW) are eligible for a reimbursement for their child dependents through a program established in the ASE/GSR collective bargaining agreement (CBA) between UC and the UAW.

Program Overview

GSRs and ASEs employed in a qualifying appointment(s) are eligible to receive a 100% premium reimbursement for child dependents enrolled in UC SHIP, provided the GSR/ASE's income exceeds the designated Medi-Cal eligibility threshold as specified in the collective bargaining agreement.

If the GSR/ASE has a spouse, and their combined household income does not exceed twice the designated Medi-Cal eligibility threshold, the employee is eligible for the child dependent premium reimbursement.

The GSR/ASE is responsible for determining and attesting to eligibility per the criteria below.

The benefits described in this document follow the parties' CBA. The CBA is 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 CBA and, in the event of a conflict, the language of the CBA or applicable policy will control.

Eligibility

For this program, eligibility is as follows:

1. The GSR/ASE is eligible to receive a health insurance premium reimbursement under the CBA through a GSR/ASE appointment, or through a combination of GSR and ASE appointments.
2. The GSR/ASE is a registered graduate student with GSR/ASE appointment(s) totaling 25% or more of full-time for a given term in a State-supported or Self-Supporting Program.
3. The GSR/ASE's income exceeds the designated Medi-Cal eligibility threshold.
 - a. If the GSR/ASE has a spouse, and their combined household income does not exceed twice the designated Medi-Cal eligibility threshold then the employee is eligible for the child dependent premium reimbursement.
 - b. Information about Medi-Cal eligibility can be found here:
<https://www.dhcs.ca.gov/Medi-Cal/Pages/qualify.aspx>
4. The GSR/ASE enrolls eligible child dependents in UC SHIP. Eligible child dependents are defined by UC SHIP plan regulations.

Procedures for Receiving Benefit

The GSR/ASE must follow UC Irvine's procedures for reimbursement, which can be found at <https://grad.uci.edu/wp-content/uploads/2024/08/BXBR-Child-Dependent-Health-Premium-Benefit-Program-Overview-and-Procedures-for-Departments.pdf>