

ARTICLE XX. FLEXIBLE WORKING ARRANGEMENTS

HAW-UAW Proposal March 31, 2026

ARTICLE XX MEDICAL BENEFITS

Section A. Medical, Vision, and Dental Coverage

All Employees are eligible to participate in the Harvard University Faculty & Nonunion Staff Medical, Dental, and Vision Benefits Plans under the same terms and conditions as Faculty and Nonunion Staff as set forth in Plan Year 2026, including, but not limited to, cost sharing and coverage. Plan Year 2026 terms and conditions shall apply for the duration of the Agreement.

Section B. Reimbursement Programs

All employees are eligible to participate in the Copayment Reimbursement Program (Union) or the Reimbursement Program (Faculty and Nonunion Staff) under the same terms and conditions as other employees as of the date of this Agreement.

Section C. Continued Medical, Vision, and Dental Coverage

If an Employee or Employee's eligible dependent no longer qualifies for medical, vision, and dental coverage under Section A because of a qualifying event under 29 U.S.C. 1163 (including termination of appointment pursuant to Article XX, Discipline & Dismissal and Article XX, Layoff) they may elect to continue health benefits pursuant to the Consolidated Omnibus Budget Reconciliation Act (COBRA), and they may maintain their existing medical, vision, and/or dental coverage for the maximum amount of time legally allowed for the Employee, up to 36 months, at the Employee's contribution rate as specified in the Plans referenced in Section A of this Article.

Section D. Gender Affirming Care Navigator

The Corporation will ensure Employees and eligible dependents have access to a designated trans-competent health care navigator program to assist in accessing gender affirming procedures and avenues for coverage.

Section E. Compliance with Visa Requirements

The Corporation must provide visa-holding Employees with health plans that meet all requirements of their respective visa.

Section F. Cost Increase Capping

The Employee contribution to the Medical, Dental, and Vision Benefits premiums shall not increase year to year by more than 3% and shall not increase by more than the percent change in contribution by voting faculty.

Section G. Workers' Compensation

An Employee who becomes injured or ill while working shall be eligible for Workers' Compensation consistent with, and subject to, Massachusetts state law.