Working from the Corporation's proposal dated May 21, 2026.

This is part of an economic package proposal with the following HAW counter proposals presented on September 25:

- **TUITION ASSISTANCE & REIMBURSEMENT PROGRAMS**
- **PAID LEAVES**
- **VISA PROCESSING & RENEWAL**
- **PUBLIC SERVICE LOAN FORGIVENESS**
- **RELOCATION**
- **PARKING & TRANSIT**
- **RETIREMENT**
- **HOUSING**

As well as the following counter proposals be presented on October 5:

- **COMPENSATION**
- **PROFESSIONAL DEVELOPMENT**
- **HEALTH BENEFITS**
- **FAMILY SUPPORT**

ARTICLE XX.
RETIREE BENEFITS

Section A. Medical & Dental Plans

1. While the following provisions reflect current Retiree Benefits, the ~~University~~Corporation reserves the right to modify such benefits and any Plan Documents during the life of the Agreement provided it gives notice to the Union and negotiates the impact of any such changes.

   Plan Documents may contain additional information, eligibility and other provisions that, while not listed here, also comprise part of these benefits.

   In cases where the language of this Article conflicts with Plan Documents, the ~~latter~~former will prevail.

2. Employees and their spouse/domestic partner at the time of the Employee's retirement from the University are eligible for post-retirement medical and dental benefits if the Employee meets the following criteria.

Eligibility for Employees

Hired before January 1, 2014

They are at least age 55* and have at least 10 years of participation service and;

Their age plus years of participation service with the University total at least 75, and
They began working at Harvard before January 1, 2014, and have been continuously employed since then.
*If they have been continuously employed at Harvard since before January 1, 1986, they do not need to meet the age 55 minimum as long as their age plus service equals at least 75.

If they meet the applicable eligibility requirements, their spouse or domestic partner at the time of their retirement from Harvard, and their eligible dependent children are also eligible for retiree health benefits, provided the retiree is enrolled. If the Retiree marries or registers a domestic partnership after their retirement from Harvard, their new spouse/partner is not eligible.

Eligibility for Employees Hired or Rehired on or after January 1, 2014
They are at least age 60 and have at least 15 years of participation service and;
Their age plus years of participation service with the University total at least 75, and
their University start date or rehire date is on or after January 1, 2014.

If they meet the applicable eligibility requirements, their spouse or domestic partner at the time of their retirement from Harvard is also eligible for retiree health benefits. If the Retiree marries or registers a domestic partnership after their retirement from Harvard, their new spouse/partner is not eligible.

Retirees and medical and dental plans

Retirees under age 65 who meet post-retirement health eligibility, their eligible spouses/domestic partners at the time of their retirement from the University, and their eligible dependent children, ~~under age 65~~ may choose from the same medical and dental plans as active employees in their group. ~~Cost share will depend on their hire date, employee group, and length of participation service.~~ Employees who were continuously employed since January 1, 2014 will pay the same rate as active employees. For Employees hired or rehired on or after January 1, 2014, the Corporation contribution to medical and dental premium rates will be 40% for those with 10 years of service and increase linearly to 70% for those with 30 years of service.

Retirees age 65 or older who meet post-retirement health eligibility, their eligible spouses/domestic partners at the time of their retirement from the University, and their eligible dependent children ~~age 65 or older~~ may each choose ~~an~~from available Harvard-sponsored medical and dental plans that supplement government-provided Medicare. ~~Cost share will depend on their hire date, employee group, and length of participation service.~~ The Corporation

contribution to medical and dental premium rates will be 40% for those with 10 years of service and increase linearly to 70% for those with 30 years of service.

~~Retirees who meet post-retirement health eligibility, their eligible spouses/domestic partners at the time of their retirement from the University, and their eligible dependent children may enroll in the University-sponsored retiree dental plan.~~

~~Eligible retirees and their eligible dependents age 65 or older will be eligible to enroll in a Harvard-sponsored senior medical plan per the terms of the Plan Documents and contracts.~~

Section B. Tuition Assistance Plan

Retirees may use TAP for up to eight credits per term at participating Harvard faculties or two courses per term at the Harvard Extension School or Summer School. The TAP fees are outlined in the Tuition Program Guidelines. For Employees with at least 15 years of service, one Extension School course or up to four credits at another Harvard school that accepts TAP may be taken for free per semester.

~~**Section C. Exclusions**~~

~~Teaching Assistants, Postdoctoral Fellows, and any Employees in Employment Class C are not eligible for any benefits under this Article.~~

~~**Section C. Other Retiree Benefits**~~

~~Union members shall be eligible for all Retiree benefits otherwise provided to Harvard employees.~~

Section C~~D~~. Other Retiree Benefits

Union members shall be eligible for all Retiree benefits otherwise provided to Harvard employees.