

**Article 12  
HEALTH INSURANCE**

12.1 Health Insurance Policy. The University agrees to provide health care coverage for graduate assistants appointed at .25 FTE or greater. The current provider is GatorCare that is operated by the University of Florida. Each graduate assistant shall pay a premium of \$120 per month for such coverage. ~~The premium will not be implemented until 2018-19.~~

12.2 Health Insurance Committee. In the event the University rebids the graduate assistant health coverage, the rebid process will be advised by a committee. UFF-GAU will appoint one (1) employee to serve on the committee. Such representation shall not be construed as a waiver of the UFF-GAU’s right to negotiate any changes to the terms of said health coverage.

12.3 Health Insurance Benefits. For informational purposes, a summary of benefits of the 2021-2023 graduate assistant health coverage is provided in Appendix F.

12.4 Dental. The University also provides a dental coverage for members of the bargaining unit. That program is described in Appendix G.

12.5 Dependent Care. Employees may enroll eligible dependents in the health coverage. Premiums for such additional enrollees shall be paid by the employee. The dependent care option is available only to employees who themselves are enrolled in Gator Grad Care

For information purposes, the monthly rates for such enrollees for calendar year 2021 shall be:

<u>Spouse</u>	<u>\$211.75</u>
<u>Children</u>	<u>\$192.70</u>
<u>Family</u>	<u>\$394.80</u>

Rates for the duration of this agreement shall not increase more than five (5) percent per year. The cap on dependent care rates expires at the conclusion of this agreement.

12.6 For employees whose work location is other than Gainesville or Jacksonville, the University provides an Out of Area plan as part of Appendix F.

12.7 Modifications. Any modifications to items in this article are subject to the provisions of Articles 23 and 25.

*William Connellan*

William Connellan  
UFF-BOT Representative

11/3/2020 | 8:58 PM EST

*Javier Mesa*

Javier R. Mesa  
UFF-GAU Chief Bargainer