

ARTICLE 24: INSURANCE BENEFITS

Employees in this unit are eligible to participate in a number of benefit programs generally available to non-management, non-supervisory, non-confidential employees of the Laboratory who are not exclusively represented. The current benefits for each plan are briefly summarized in this Article. However, the Union understands and agrees that the descriptions below do not purport to recite completely the coverage or eligibility requirements for each plan. Coverage, subject to plan rules, consists of the following:

- Medical Insurance
- Dental Insurance
- Vision Service Plan
- Life Insurance
- Accidental Death and Dismemberment Insurance
- Business Travel Accident Insurance
- Disability Income Insurance
- Flexible Spending Accounts: Dependent Care Assistance Program (DEPCARE) and Health Care Reimbursement Account (HCRA)
- Legal Expense Insurance Plan

Unit employees (and their qualifying family members) will be eligible for the same insurance plans or special accounts that are available to non-represented LLNL employees as of the date of this contract. The Employer shall agree to meet and discuss changes to benefits and premium costs for calendar years 2016, 2017, 2018, and 2019 prior to the decision to implement them.