

02/10/2026

CU-UAW Health Benefits Counterproposal #1 (March 2026 Open Enrollment)

CalArts shall establish the following annual salary tiers for purposes of calculating monthly premium costs:

Tier A: \$0 - \$150,000 base salary

Tier B: \$150,001+ base salary

For the Imagine360 1000 (formerly 500) plan, the employee share of the monthly premium shall be as follows:

	Employee Only	Employee + Spouse	Employee + Children	Employee + Family
Tier A	16%	20%	20%	22%
Tier B	27%	35%	32.9%	35%

For the Imagine360 Legacy (formerly Core) plan, the employee share of the monthly premium shall be as follows:

	Employee Only	Employee + Spouse	Employee + Children	Employee + Family
Tier A	20%	22%	22%	24.5%
Tier B	50%	55%	51%	62%

### **Emergency Healthcare Fund**

To protect employees from financial hardship due to high, unexpected medical bills, CalArts shall establish a \$50,000 emergency healthcare fund per semester beginning in Fall 2026. All benefits-eligible bargaining unit members enrolled in a CalArts medical plan may request reimbursements for non-routine, out-of-pocket healthcare costs on a first-come, first-served basis, once an academic year. Bargaining unit members may request reimbursements of up to \$1,000 for care services costing more than \$400 out-of-pocket; covered services include but are not limited to:

- Inpatient admission or outpatient surgery
- Emergency care and imaging
- Major diagnostic testing
- Starting a high-cost prescription medication

The fund shall renew each semester; any unused funds from the previous semester shall roll over. Costs incurred from June 1 - October 31 may be reimbursed in the fall semester; costs

incurred from November 1 - May 31 may be reimbursed in the spring semester. Requests for reimbursements shall be reviewed in Union-Management Committee meetings.