MEMORANDUM OF UNDERSTANDING
DENTAL INSURANCE ENROLLMENT

This confirms our agreement to amend paragraph 461A of the joint labor agreement to reflect a change in the timing of automatic enrollment of employees into the University of Michigan Dental Plan.

Effective January 1, 2013, the University will no longer require that employees complete one year of employment with the University before enrollment into the University Dental Plan. Within 30 days of hire, employees may elect coverage in one of the offered dental plan options for themselves and their eligible dependents. If employees do not elect dental coverage within 30 days of hire, the University will automatically enroll the newly hired employees into the single person Dental Plan, Option 1. This default single person coverage will be retroactive to the date of hire in the same manner as is offered to non-bargained employees.

Effective January 1, 2013, dependents who are eligible for the Dental Insurance Plan but who are not enrolled within 30 days of the employee’s hire date can be enrolled at the next Open Enrollment period, (usually conducted in October) with coverage effective January 1 of the coming year.

For the University:

Kathy Jordan Sedgeman RN  8/23/12
Human Resources Director

For the UMPNC:

Katie Oppenheim RN  8/13/12
UMPNC Bargaining Chair

Lisa Harrison  9/5/12
Labor Relations Representative