

ARTICLE 43 – VEBA

- 43.1 The University will provide a post-retirement Voluntary Employees' Beneficiary Association-Medical Expense Plan ("VEBA") during the term of this Agreement that provides for reimbursement of medical expenses to eligible individuals. The decision to participate in the VEBA is decided by a simple majority vote of each employee group and is binding each succeeding year until a request for a new vote is submitted. Eligibility to vote, and procedures for voting to determine participation in VEBA, will be determined according to the University's VEBA Procedures.