UNITED ACADEMICS PROPOSAL

ARTICLE 22
HEALTH INSURANCE

Section 1. Bargaining unit faculty members employed at .50 FTE or greater are eligible, at their option, for medical, dental and vision insurance through PEBB.

Section 2. From July 1, 2013 through December 31, 2013, The University Administration will continue employer premium contributions at the present levels for PEBB medical, dental, and vision benefits chosen by eligible bargaining unit faculty members.

Section 2. For plan year January 1, 2014 through December 31, 2014, the University will contribute 90% of the premium costs and the eligible bargaining unit faculty members will contribute 10% of the premium costs for PEBB medical, dental, and vision insurance benefits provided that PEBB’s increase in premium costs from the previous plan year (January 1, 2013 to December 31, 2013) do not exceed 5%. All increases in premium costs that exceed 5% shall be paid by the bargaining unit faculty member.

Section 3. For plan year January 1, 2015 to December 31, 2015, the Employer will contribute 90% of the premium costs and the eligible bargaining unit faculty members will contribute 10% of the premium costs for PEBB health, dental, and life insurance benefits provided that PEBB’s increases in premium costs from the previous plan year (January 1, 2014 to December 31, 2014) do not exceed 5%. All increases in premium costs that exceed 5% shall be paid by the bargaining unit faculty member.

Section 3. The Union and the University Administration agree to create a joint labor-management committee to deliberate in the fall of 2013 and determine how to distribute the sum of up $1 million per calendar year, beginning on January 1, 2014, to address the following issues (in order of priority):

a. Addressing the health insurance needs of people under .50FTE in a manner that benefits them under the Affordable Care Act
b. Creating health savings or reimbursement accounts

Section 5.4. Bargaining unit faculty members will have equal access to the same insurance benefits provided by the University to all unclassified University employees on the same terms and conditions.