



1 UNITED ACADEMICS PROPOSAL

2
3 ARTICLE 22
4 HEALTH INSURANCE
5

6 **Section 1.** Bargaining unit faculty members employed at .50 FTE or greater are eligible,
7 at their option, for medical, dental and vision insurance through PEBB.
8

9 **Section 2.** ~~From July 1, 2013 through December 31, 2013, The University~~
10 Administration will continue employer premium contributions at the present levels for
11 PEBB medical, dental, and vision benefits chosen by eligible bargaining unit faculty
12 members.
13

14 ~~**Section 2.** For plan year January 1, 2014 through December 31, 2014, the University will~~
15 ~~contribute 90% of the premium costs and the eligible bargaining unit faculty members~~
16 ~~will contribute 10% of the premium costs for PEBB medical, dental, and vision insurance~~
17 ~~benefits provided that PEBB's increase in premium costs from the previous plan year~~
18 ~~(January 1, 2013 to December 31, 2013) do not exceed 5%. All increases in premium~~
19 ~~costs that exceed 5% shall be paid by the bargaining unit faculty member.~~
20

21 ~~**Section 3.** For plan year January 1, 2015 to December 31, 2015, the Employer will~~
22 ~~contribute 90% of the premium costs and the eligible bargaining unit faculty members~~
23 ~~will contribute 10% of the premium costs for PEBB health, dental, and life insurance~~
24 ~~benefits provided that PEBB's increases in premium costs from the previous plan year~~
25 ~~(January 1, 2014 to December 31, 2014) do not exceed 5%. All increases in premium~~
26 ~~costs that exceed 5% shall be paid by the bargaining unit faculty member.~~
27

28 **Section 3.** The Union and the University Administration agree to create a joint labor-
29 management committee to deliberate in the fall of 2013 and determine how to distribute
30 the sum of up \$1 million per calendar year, beginning on January 1, 2014, to address the
31 following issues (in order of priority):
32

- 33 a. Addressing the health insurance needs of people under .50FTE in a manner
34 that benefits them under the Affordable Care Act
35 b. Creating health savings or reimbursement accounts
36

37 **Section 5 4.** Bargaining unit faculty members will have equal access to the same
38 insurance benefits provided by the University to all unclassified University employees on
39 the same terms and conditions.