



## UNITED ACADEMICS PROPOSAL

### ARTICLE 22 HEALTH INSURANCE

**Section 1.** The University Administration will continue employer premium contributions at the present levels for PEBB health, dental, and life benefits chosen by bargaining unit faculty members who are employed at .50FTE and higher.

**Section 2.** In the event that the Public Employee Benefits Board should increase deductibles or out-of-pocket expenses, each enrolled faculty member will receive a one-time "offset payment" in an amount equal to the maximum increase.

**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