

1 UNITED ACADEMICS UNIVERSITY COUNTERPROPOSAL

2 4-24-13

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4 **ARTICLE 22**  
5 **HEALTH INSURANCE**  
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7 **Section 1.** Bargaining unit faculty members employed at .50 FTE or greater are eligible,  
8 at their option, for medical, dental and vision insurance through PEBB.  
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10 **Section 2.** From July 1, 2013 through December 31, 2013, The University  
11 Administration will continue employer premium contributions at the present levels for  
12 PEBB ~~medical~~ health, dental, and vision life benefits chosen by eligible bargaining unit  
13 faculty members who are employed at .50 FTE and higher.  
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15 **Section 2.** For plan year January 1, 2014 through December 31, 2014, the University will  
16 contribute 90% of the premium costs and the eligible bargaining unit faculty members  
17 will contribute 10% of the premium costs for PEBB medical, dental, and vision insurance  
18 benefits provided that PEBB's increase in premium costs from the previous plan year  
19 (January 1, 2013 to December 31, 2013) do not exceed 5%. All increases in premium  
20 costs that exceed 5% shall be paid by the bargaining unit faculty member. In the event  
21 that the Public Employee Benefits Board should increase deductibles or out of pocket  
22 expenses, each enrolled faculty member will receive a one-time "offset payment" in an  
23 amount equal to the maximum increase.  
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25 **Section 3.** For plan year January 1, 2015 to December 31, 2015, the Employer will  
26 contribute 90% of the premium costs and the eligible bargaining unit faculty members  
27 will contribute 10% of the premium costs for PEBB health, dental, and life insurance  
28 benfits provided that PEBB's increases in premium costs from the previous plan year  
29 (January 1, 2014 to December 31, 2014) do not exceed 5%. All increases in premium  
30 costs that exceed 5% shall be paid by the bargaining unit faculty member. The Union and  
31 the University Administration agree to create a joint labor management committee to  
32 deliberate in the fall of 2013 and determine how to distribute the sum of up \$1 million per  
33 calendar year, beginning on January 1, 2014, to address the following issues (in order of  
34 priority):  
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36 a. Addressing the health insurance needs of people under .50 FTE in a manner that  
37 benefits them under the Affordable Care Act

38 Creating health savings or reimbursement accounts  
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1 | ~~b.~~ **Section 5.** Bargaining unit faculty members will have equal access to the same  
2 | insurance benefits provided by the University to all unclassified University employees on  
3 | the same terms and conditions.