

## Faculty Alliance of Miami, AAUP-AFT Proposal to Miami University

January 17, 2024

## Dental insurance

### X.1. Plans.

X.1.1. The University will continue to offer the current (as of 1/1/2023) Basic and Enhanced Delta Dental dental insurance plans to bargaining unit members. These plans are summarized in Appendix B in more detail. To the extent that these plan summaries are less detailed than the underlying policies, the details in the underlying policies as of the ratification of this contract governs.

### X.2. Plan Costs.

X.2.1. The University will offer the Basic and Enhanced plan coverages effective 1/1/2023. The monthly rates are Basic: Single \$0, Family \$0; Enhanced: Single \$6.40, Family \$19.20.

X.2.2. The cost-sharing of the dental services covered by the Basic and Enhanced plans will remain the same throughout the life of the contract and are set to the effective rates on 1/1/2023.

### X.3. Dependent Coverage.

X.3.1. All dependent children of the employee are eligible for coverage through the end of the month when they turn age 26.

X.3.2. Spouses and domestic partners are eligible for coverage.

### X.4. Plan Changes.

X.4.1. The University shall obtain the agreement of the Union on any changes to benefits, benefits plans, or third party administrators, before such changes are enacted.

X.4.2. The Benefits Committee will have the authority to direct the University to find and share information such as, but not limited to, accuracy of cost estimates, review usage, investigation and comparison of current and alternate vendors, and to make assessments and recommendations on any benefit plan changes.

X.4.3. To monitor quality of care data and payment expenses, The University shall provide to the Union and the Benefits Committee, disaggregated information related to health care, such as, but not limited to cost, expenses, and usage. The University will provide data at least twice per year at appropriate times, such as when prior calendar year data are available and prior to open enrollment such that the Union and the Benefits Committee have reasonable time to review the data.

- 37 X.4.4. The University agrees that the provider network will remain as similar as possible  
38 as effective on 1/1/2023 and will 1) submit any proposed changes to the Union  
39 and the Benefits Committee for review and 2) obtain the agreement of the Union  
40 on any proposed changes before such changes are enacted.
- 41 X.5. Enrollment.
- 42 X.5.1. If the member is re-enrolling and does not enroll by the enrollment deadline, the  
43 member will automatically be enrolled in the preceding year's plan.