

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

2
3 January 17, 2024
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Vision Insurance

6 X.1. Plans.

7 X.1.1. The University will continue to offer the current (as of 1/1/2023) VSP Vision
8 Care vision insurance plans to bargaining unit members. These plans are
9 summarized in Appendix C in more detail. To the extent that these plan
10 summaries are less detailed than the underlying policies, the details in the
11 underlying policies as of the ratification of this contract governs.

12 X.2. Plan Costs.

13 X.2.1. The University will offer the vision plan with Single and Family coverages
14 effective as of 1/1/2023, at no cost to the bargaining unit member.

15 X.3. Dependent Coverage.

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

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

19 X.4. Plan Changes.

20 X.4.1. The University shall obtain the agreement of the Union on any changes to
21 benefits, benefits plans, or third party administrators, before such changes are
22 enacted.23 X.4.2. The Benefits Committee will have the authority to direct the University to find
24 and share information such as, but not limited to, accuracy of cost estimates,
25 review usage, investigation and comparison of current and alternate vendors, and
26 to make assessments and recommendations on any benefit plan changes.27 X.4.3. To monitor quality of care data and payment expenses, The University shall
28 provide to the Union and the Benefits Committee, disaggregated information
29 related to health care, such as, but not limited to cost, expenses, and usage. The
30 University will provide data at least twice per year at appropriate times, such as
31 when prior calendar year data are available and prior to open enrollment such that
32 the Union and the Benefits Committee have reasonable time to review the data.33 X.4.4. The University agrees that the provider network will remain as similar as possible
34 as effective on 1/1/2023 and will 1) submit any proposed changes to the Union
35 and the Benefits Committee for review and 2) obtain the agreement of the Union
36 on any proposed changes before such changes are enacted.

37 X.5. Enrollment.

The Union reserves the right to add to, delete from, alter or amend this proposal. This proposal is made without precedent or prejudice to existing rights and entitlements, regardless of the character or source of same. Any tentative agreements reached between the parties on any proposals shall not become final until (1) the parties have reached final agreement on a full collective bargaining agreement, and (2) the Union membership has ratified the full collective bargaining agreement.

38 X.5.1. If the member is re-enrolling and does not enroll by the enrollment deadline, the
39 member will automatically be enrolled in the preceding year's plan.