

January 31, 2024

Tuition Remission

X.1. Tuition Fee Waiver for Bargaining Unit Members and their Spouse, Domestic Partner, and Dependent Children

X.1.1. For eligible Bargaining Unit Members, their spouse (or domestic partner) and dependent children (includes the natural-born or adopted child of the Bargaining Unit Member, and the step-child of the Bargaining Unit Member who is claimed by the eligible Bargaining Unit Member as a dependent for federal income tax purposes), the benefit is equal to 100% of the undergraduate or graduate fees at Miami University.

X.1.2. The fee waiver will be applied to all fees.

X.1.3. Bargaining Unit Members are immediately eligible for the benefit. The spouse (or domestic partner) and any dependent children of a Bargaining Unit Member are eligible after the Bargaining Unit Member has completed one year of full time employment. If Bargaining Unit Members can document that they were previously employed at an institution with a tuition remission benefit immediately before joining Miami, those years will count towards the year of full time employment described in the previous sentence.

X.2. Tuition Fee Waiver for Retired Bargaining Unit Members, Spouses, Domestic Partners, and Dependent Children of Retired Bargaining Unit Members

X.2.1. Benefit

X.2.1.1. For Bargaining Unit Members who retire from Miami University with at least five (5) years of continuous full time employment, their dependent children, spouse (or domestic partner) the benefit is equal to 100% of the undergraduate or graduate instructional fee and general fee.

X.2.1.2. The fee waiver may only be applied to instructional fees and the general fee. Additional fees, including, but not limited to, study abroad program fees, lab fees, late fees, and miscellaneous fees are the responsibility of the student. Comprehensive per credit hour fees, which combine instructional, general, and sometimes miscellaneous fees, are charged for certain graduate programs.

X.2.2. Eligibility

X.2.2.1. The bargaining unit member, spouse, domestic partner or dependent child of a Bargaining Unit Member who is retired from Miami, or is terminated,

- 38 non-reappointed, or otherwise involuntarily separated from employment in
 39 the bargaining unit for any reason other than just cause as defined in this
 40 CBA, is eligible for the benefit based on the Bargaining Unit Member's
 41 length of continuous full-time employment as follows:
- 42 X.2.2.1.1. With at least five (5) but fewer than ten (10) years of employment:
 43 eligible during the first five (5) years from the date of retirement.
 - 44 X.2.2.1.2. With at least ten (10) but fewer than fifteen (15) years of
 45 employment: eligible during the first seven (7) years from the date
 46 of retirement.
 - 47 X.2.2.1.3. With at least fifteen (15) but fewer than twenty (20) years of
 48 employment: eligible during the first ten (10) years from the date
 49 of retirement.
 - 50 X.2.2.1.4. With at least twenty (20) years of employment: eligible for the
 51 benefit in perpetuity.
 - 52 X.2.2.2. For all dependent children of the Bargaining Unit Member who is retired
 53 or separated from employment, eligibility terminates upon completion of a
 54 baccalaureate degree program or age twenty-six (26), whichever occurs
 55 first.
 - 56 X.2.2.3. Retirement includes both service and disability retirements.
- 57 X.3. Tuition Fee Waiver for Spouses, Domestic Partners, and Dependent Children of
 58 Deceased Bargaining Unit Members
- 59 X.3.1. Benefit
 - 60 X.3.1.1. For the surviving spouse, domestic partner, or dependent children of a
 61 deceased Bargaining Unit Member, the benefit is equal to 100% of the
 62 undergraduate or graduate instructional fee and general fee.
 - 63 X.3.1.2. The fee waiver may only be applied to instructional fees and the general
 64 fee. Additional fees, including, but not limited to, study abroad program
 65 fees, lab fees, late fees, and miscellaneous fees are the responsibility of the
 66 student. Comprehensive per credit hour fees, which combine instructional,
 67 general, and sometimes miscellaneous fees, are charged for certain
 68 graduate programs. The fee waiver benefit for these programs and courses
 69 is limited to 100% of the standard graduate program instructional fee.
 - 70 X.3.2. Eligibility
 - 71 X.3.2.1. The surviving spouse, domestic partner, or dependent children of the
 72 deceased Bargaining Unit Member are eligible for the benefit based on the
 73 Bargaining Unit Member's length of continuous full-time employment as
 74 follows:

- 75 X.3.2.1.1. With fewer than ten (10) years of employment: if the surviving
 76 spouse, domestic partner, or dependent children of the deceased
 77 Bargaining Unit Member are enrolled in the University as of the
 78 date of death, eligibility for the benefit continues through
 79 completion of the degree program underway at the time of the
 80 death.
- 81 X.3.2.1.2. With at least ten (10) years of employment: eligibility for the
 82 benefit terminates upon completion of a degree program.
- 83 X.4. Alternative School Benefit for Dependent Children
- 84 X.4.1. Bargaining Unit Members can receive tuition support for dependent children to
 85 attend another accredited college, university, or training program (such as
 86 vocational schools). The dependent must be enrolled in an accredited
 87 undergraduate program leading to an academic degree or an accredited program
 88 of training in a recognized occupation.
- 89 X.4.2. The annual grant amount available is 50% of the undergraduate tuition at Miami
 90 University plus the Miami University general fee. The annual tuition grant can
 91 only be used towards tuition costs and related fees and is capped at those fees in
 92 each year. This benefit can be used for a maximum of five (5) years per dependent
 93 child.
- 94 X.4.3. All eligibility rules for the Alternative School Benefit will be the same as the
 95 eligibility rules described above for the Miami benefit.