

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

2  
3 February 26, 2024  
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# Employee Health Programs

  
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## 7 X.1. Employee Health Center

8 X.1.1. The University will continue to offer the Employee Health Center free to all  
9 bargaining unit members and their immediate household.10 X.1.2. The center services and care include appointment and walk-in preventative and  
11 base-levels of urgent care, lab work, and vaccinations. The center may refer  
12 members to higher levels of care based on staff assessment and subject to patient  
13 choice for specialty services, including urgent or emergency care options and  
14 primary care and specialist referrals.15 X.1.3. The University agrees that the program will remain as similar as possible as  
16 effective on 1/1/2024 and will notify and engage in negotiations with the Union of  
17 any proposed changes to the Employee Health Center or third party  
18 administrators, before such changes are enacted.  
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## 20 X.2. Employee Assistance Program (EAP)

21 X.2.1. The University will continue to offer the Employee Assistance Program free and  
22 confidential to all bargaining unit members and their immediate household.23 X.2.2. The EAP includes unlimited phone consultation with licensed health  
24 professionals, face-to-face counseling sessions, and online resources to help  
25 address issues, personal or work related, that may affect mental or emotional  
26 wellbeing.27 X.2.3. The University agrees that the EAP will remain as similar as possible as effective  
28 on 1/1/2024 and will notify and engage in negotiations with the Union of any  
29 proposed changes to the program or third party administrators, before such  
30 changes are enacted.

31 X.2.4.

## 32 X.3. Miami Recreation Center

33 X.3.1. The University will offer the use of all Miami Recreation Centers at all campuses  
34 free to all bargaining unit members and their immediate household.