

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

2
3 February 26, 2024

4 5 Flexible Spending Accounts

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7 X.1. During the life of the Agreement the University will continue to offer the current (as of
8 1/1/2024) Flexible Spending Accounts (FSA) and Dependent Care Reimbursement
9 Accounts (DCRA) plans to bargaining unit members.

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11 X.2. The maximum contribution amounts shall be the maximums permitted by law and such
12 plans shall allow for the greatest period of time provided by law before any contributions
13 are forfeited.

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15 X.3. Members may enroll in either account plan as a new employee within 31 days of hire, or
16 during open enrollment each October for the following calendar year. Re-enrollment is
17 required each year that you wish to continue the plan.

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19 X.4. The University agrees that the program will remain as similar as possible as effective on
20 1/1/2024 and will notify and engage in negotiations with the Union of any proposed
21 changes to the FSA, DCRA, or third party administrators, before such changes are
22 enacted.

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.