

FAM, AAUP-AFT Counter to Miami University

November 6, 2024

BENEFITS

A. Medical, Vision, Dental and Other Insurance

The University shall continue to offer bargaining unit faculty members access to group insurance plans (hospitalization, basic medical, major medical, healthcare savings account, vision, dental, life and accidental death and dismemberment) as approved by the Board of Trustees on the same terms and conditions applicable to other full-time non-bargaining unit employees, to the extent permitted by law. The University will contribute to the monthly premium cost and healthcare savings account, where applicable, of the bargaining unit faculty member's medical plan of choice on the same basis and in the same amounts it does for other full-time non-bargaining unit employees, and bargaining unit faculty member monthly medical insurance premium contributions shall be made on a pre-tax basis. The terms and conditions of group insurance shall be governed by the applicable plan documents, as they may exist from time to time.

~~The University reserves the right to amend the plans referenced above at its sole discretion and without negotiation with the Union.~~ The University may, in its discretion, propose increased premium contributions for bargaining unit faculty for the plans referenced herein, up to a maximum of medical CPI but no more than three ~~ten~~ percent (~~403~~%) per plan, per year, per member during the life of this Agreement. The percentage contribution increase for any given bargaining unit member must be matched by at least as great of a percentage increase contribution by the University. The University shall negotiate with the Union any proposed increases in bargaining member premiums and justify the need for the increases by providing actual three-year paid claims experience analysis and other relevant information that the Union requests by September 1st of each year that the University proposes an increase. The Union reserves the right to challenge any increase projected or otherwise and can propose offsetting plan, premium or compensation improvements and if no agreement is reached by October 31st, then the current plan provisions will remain unchanged. that are greater than ten percent (10%).

The University shall negotiate with the union any changes in deductibles, co-pays, coinsurance, out-of-pocket maximums, or the university's contribution to member's HSA (for HDHP plan).

Spouses and domestic partners of bargaining unit faculty members shall be eligible for University medical, vision, and dental insurance benefits ~~pursuant to University policy~~. Dependent children of bargaining unit faculty members are eligible for medical, vision or dental insurance benefits through the end of the month when they turn age 26. The University shall comply with all federal and state requirements, including the Health Insurance Portability and Accountability Act, related to the confidentiality of bargaining unit faculty medical information.

B. Flexible Spending Accounts

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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.

The University shall continue to offer bargaining unit faculty members access to participate in voluntary Flexible Spending Accounts (FSA) to pay for certain medical and/or dependent daycare expenses, on the same terms and conditions applicable to other full-time non-bargaining unit employees, to the extent permitted by law. The terms and conditions of FSA participation shall be governed by the applicable plan documents, as they may exist from time to time.

#### **C. Employee Assistance Program**

The University shall continue to offer bargaining unit faculty members, spouses, domestic partners, and dependents (and others at the sole discretion of the University) access to confidential Employee Assistance Program (EAP) services on the same basis as other full-time non-bargaining unit employees.

#### **D. Employee Health Center**

The University will continue to offer bargaining unit faculty members and dependents covered by the University's health insurance plan access to the Employee Health Center on the same basis as other full-time non-bargaining unit employees. The University reserves the right to determine the terms of Health Center services offered, including costs to bargaining unit faculty members, at its sole discretion.

#### **E. Retirement Benefits**

Bargaining unit faculty members shall be entitled to participate in the State Teachers Retirement System of Ohio (STRS), and the University's Supplemental Retirement Benefit plans, to the extent and on the same terms offered to other full-time employees of the University, subject to applicable law and regulation.

At the time of hire, bargaining unit faculty members may elect to participate in the Ohio Alternative Retirement Plan (ARP), rather than the STRS, to the extent and on the same terms offered to other full-time employees of the University, subject to applicable law and regulation. Bargaining unit faculty members who fail to (1) submit the retirement plan election form, (2) set up an account, and (3) choose a vendor within one hundred and twenty (120) days after their date of hire, will automatically default into the STRS plan.

#### **F. Education Benefits**

The University will continue to offer eligible full-time bargaining unit faculty tuition fee waivers for themselves and eligible spouses, domestic partners, and dependent children, on the same basis as other full-time non-bargaining unit employees, in accordance with current applicable University policy. ~~The University reserves the right to modify University policy providing for education benefits, at its sole discretion during the term of the Agreement, and will provide the Union with notice of any such changes.~~

#### **G. Miami Recreation Center**

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92 The University will offer bargaining unit faculty members access to all Miami Recreation Centers  
93 at all campuses, on the same basis as other full-time non-bargaining unit employees and in  
94 accordance with University policy. The University reserves the right to determine the terms of  
95 Recreation Center membership and programs offered, including costs and fees, at its sole  
96 discretion.

#### 97 98 **H. Travel Expenses** 99

100 Reimbursement for travel expenses and other use of University funds related to travel within a  
101 bargaining unit faculty member's professional duties shall be in accordance with University policy  
102 [Travel: Travel Policy].

#### 103 104 **I. Professional Development Funds** 105

106 ~~Available professional development funds will be distributed in accordance with the policies and~~  
107 ~~procedures of each academic unit, at the University's sole discretion.~~

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109 To the extent that funds are available, and in accordance with policies, procedures, and criteria  
110 established and published by each academic unit, all Bargaining Unit Members shall be eligible  
111 to receive funds from their academic unit to support professional development activities,  
112 including but not limited to reimbursement for travel expenses relating to professional  
113 development.