

1 FAM, AAUP-AFT Counter to Miami University

2
3 November 6, 2024

4
5 BENEFITS

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7 A. Medical, Vision, Dental and Other Insurance

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

19
20 ~~The University reserves the right to amend the plans referenced above at its sole discretion and~~
21 ~~without negotiation with the Union.~~ The University may, in its discretion, propose increased
22 premium contributions for bargaining unit faculty for the plans referenced herein, up to a
23 maximum of medical CPI but no more than three ten percent (~~103~~%) per plan, per year, per
24 member during the life of this Agreement. The percentage contribution increase for any given
25 bargaining unit member must be matched by at least as great of a percentage increase contribution
26 by the University. The University shall negotiate with the Union any proposed increases in
27 bargaining member premiums and justify the need for the increases by providing actual three-year
28 paid claims experience analysis and other relevant information that the Union requests by
29 September 1st of each year that the University proposes an increase. The Union reserves the right
30 to challenge any increase projected or otherwise and can propose offsetting plan, premium or
31 compensation improvements and if no agreement is reached by October 31st, then the current plan
32 provisions will remain unchanged. that are greater than ten percent (10%).

33
34 The University shall negotiate with the union any changes in deductibles, co-pays, coinsurance,
35 out-of-pocket maximums, or the university's contribution to member's HSA (for HDHP plan).

36
37 Spouses and domestic partners of bargaining unit faculty members shall be eligible for University
38 medical, vision, and dental insurance benefits ~~pursuant to University policy~~. Dependent children
39 of bargaining unit faculty members are eligible for medical, vision or dental insurance benefits
40 through the end of the month when they turn age 26. The University shall comply with all federal
41 and state requirements, including the Health Insurance Portability and Accountability Act, related
42 to the confidentiality of bargaining unit faculty medical information.

43
44 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.

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

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

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

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69 Bargaining unit faculty members shall be entitled to participate in the State Teachers Retirement
70 System of Ohio (STRS), and the University's Supplemental Retirement Benefit plans, to the extent
71 and on the same terms offered to other full-time employees of the University, subject to applicable
72 law and regulation.
73

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

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83 The University will continue to offer eligible full-time bargaining unit faculty tuition fee waivers
84 for themselves and eligible spouses, domestic partners, and dependent children, on the same basis
85 as other full-time non-bargaining unit employees, in accordance with current applicable University
86 policy. ~~The University reserves the right to modify University policy providing for education~~
87 ~~benefits, at its sole discretion during the term of the Agreement, and will provide the Union with~~
88 ~~notice of any such changes.~~
89

90 **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.

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98 **H. Travel Expenses**
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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**
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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.~~

108
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.