

FAM, AAUP-AFT Counter to Miami University

December 2, 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, increase premium contributions for bargaining unit faculty for the plans referenced herein, up to a maximum of three and half percent (3.5%) of the premium contributions ~~eight percent (8%)~~ 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 premium contribution increases that are greater than three and a half percent (3.5%) ~~eight percent (8%)~~.

The University shall negotiate with the union any changes to the University's contribution to members' HSA (for HDHP plan).

The University has the right to amend the group insurance plans, at its sole discretion, without negotiation with the Union. Notwithstanding, any changes made by the University to the group insurance plans shall be substantially similar to the terms applicable as of the ratification of this Agreement; any changes that are not substantially similar, the University shall negotiate with the Union.

Spouses 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.

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47 **B. Flexible Spending Accounts**  
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49 The University shall continue to offer bargaining unit faculty members access to participate in  
50 voluntary Flexible Spending Accounts (FSA) to pay for certain medical and/or dependent daycare  
51 expenses, on the same terms and conditions applicable to other full-time non-bargaining unit  
52 employees, to the extent permitted by law. The terms and conditions of FSA participation shall be  
53 governed by the applicable plan documents, as they may exist from time to time.  
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55 **C. Employee Assistance Program**  
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57 The University shall continue to offer bargaining unit faculty members, spouses, and dependents  
58 (and others at the sole discretion of the University) access to confidential Employee Assistance  
59 Program (EAP) services on the same basis as other full-time non-bargaining unit employees.  
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61 **D. Employee Health Center**  
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63 The University will continue to offer bargaining unit faculty members and dependents covered by  
64 the University's health insurance plan access to the Employee Health Center on the same basis as  
65 other full-time non-bargaining unit employees. The University reserves the right to determine the  
66 terms of Health Center services offered, including costs to bargaining unit faculty members, at its  
67 sole discretion.  
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69 **E. Retirement Benefits**  
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71 Bargaining unit faculty members shall be entitled to participate in the State Teachers Retirement  
72 System of Ohio (STRS), and the University's Supplemental Retirement Benefit plans, to the extent  
73 and on the same terms offered to other full-time employees of the University, subject to applicable  
74 law and regulation.  
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76 At the time of hire, bargaining unit faculty members may elect to participate in the Ohio  
77 Alternative Retirement Plan (ARP), rather than the STRS, to the extent and on the same terms  
78 offered to other full-time employees of the University, subject to applicable law and regulation.  
79 Bargaining unit faculty members who fail to (1) submit the retirement plan election form, (2) set  
80 up an account, and (3) choose a vendor within one hundred and twenty (120) days after their date  
81 of hire, will automatically default into the STRS plan.  
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83 **F. Education Benefits**  
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85 The University will continue to offer eligible full-time bargaining unit faculty tuition fee waivers  
86 for themselves and eligible spouses and dependent children, on the same basis as other full-time  
87 non-bargaining unit employees, in accordance with applicable University policy. ~~The University~~  
88 ~~reserves the right to modify University policy providing for education benefits, at its sole discretion~~  
89 ~~during the term of the Agreement, and will provide the Union with notice of any such changes.~~  
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91       **G. Miami Recreation Center**

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

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99       **H. Travel Expenses**

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

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104       **I. Professional Development Funds**

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