

# FAM/AAUP-AFT PROPOSAL TO MIAMI UNIVERSITY

January 3, 2025

## 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. 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. Notwithstanding the foregoing, with respect to health insurance premiums, the University may increase premium contributions at its discretion and without negotiation with the Union consistent with the following:

1. ~~Beginning in~~In plan year 2026, the University may in its discretion increase health premiums paid by bargaining unit faculty (which are tied to a percentage of annual salary and elected plan and coverage levels) by up to ~~412%~~ 412% per plan, ~~per year for the life of this Agreement~~. Thus, if a bargaining unit faculty member's health premium contribution was 1.52% of their salary in 2025, the bargaining unit faculty member's health premium contribution for that same plan could not increase to more than ~~4.71~~ 5.58% in plan year 2026.
2. ~~If a premium increase for a plan is less than 12% in any year of the contract, the University may, in its discretion, roll over the unused percentage of premium increase into a subsequent year of the contract. However, the total premium contribution increases, over the life of the contract, must be the same as or less than the combined sum of the annual percentage increases over the life of the contract.~~

Miami University and FAM reserve the right to add to, delete from, or modify any proposal herein prior to final agreement. Any withdrawal of a proposal is without prejudice to the University. 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, (2) the Union membership has ratified the full collective bargaining agreement, and (3) the University Board of Trustees has approved the full collective bargaining agreement.

The University also reserves the right to amend or withdraw any proposal that conflicts with pending legislation, including S.B. 83 - Ohio Higher Education Enhancement Act.

~~The University shall negotiate with the Union any increases to premium contributions that do not comply with Sections A.1 and A.2 of this Article.~~

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

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.

### **B. Flexible Spending Accounts**

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, 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**

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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 and dependent children, on the same basis as other full-time non-bargaining unit employees, in accordance with 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**

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

#### **H. Travel Expenses**

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

#### **I. Professional Development Funds**

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

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